

Yoshukai Karate International Policy Statement

Document Title: Code of Ethics Document Number: PS001 Revision: Initial Release

Code of Ethics

I. Policy

The success of Yoshukai Karate International is dependent on the trust and confidence that we earn from our members and the general public. We gain credibility by adhering to our mission statement and by displaying honesty and integrity during all interactions with members and the general public, and by reaching our goals through honorable conduct. We are committed to providing an environment that is free of discrimination of all types from abusive, offensive or harassing behavior. Furthermore, Yoshukai Karate International will not tolerate retaliation against members who raise genuine ethics concerns in good faith.

II. Scope

This policy statement outlines the ethical principles and Code of Conduct adopted by Yoshukai Karate International to ensure that our interactions with members and the general public promote trust, confidence and credibility and that we meet our policy objectives stated above.

III. Applicability

The Code of Conduct defined in this policy statement applies to the President, the Executive Directors, the Board of Directors and Staff Members. Recognizing that these individuals have significant authority within the organization, they have the added responsibility of demonstrating, through their actions, the importance of this Code. In any business, ethical behavior does not simply happen; it is the product of clear and direct communication of behavioral expectations, modeled from the top and demonstrated by example. All other members are expected to conduct themselves within the framework of the Code of Conduct by following the rules and etiquette outlined by their individual dojos and by the hosting dojos when attending events.

IV. Mission Statement

The Mission of Yoshukai Testing Board, Inc, DBA Yoshukai Karate International is to preserve and promote the history and traditions of Yoshukai Karate while maintaining the highest standards of integrity, family values, and the fair and equitable treatment of all members.

V. Responsibilities

To make our Code work, the Board of Directors and Staff must be responsible for promptly addressing ethical questions or concerns raised

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by members or parents (in the case of minors) and for taking the appropriate steps to deal with such issues. The Board of Directors and Staff should not consider members' ethics concerns as threats or challenges to their authority, but rather as another encouraged form of business communication. At Yoshukai Karate International, we want the ethics dialogue to become a natural part of our daily work.

The Yoshukai Karate International Board of Directors (the Board) is responsible for promptly addressing ethical questions or concerns raised by members. Any member who feels harassed or discriminated against should report the incident to his or her instructor or another staff member. The Board will investigate all reported instances of questionable or unethical behavior according to the procedures outlined in section VI. In every instance where improper behavior is found to have occurred, the board will take appropriate action.

VI. Procedures

Upon receipt of any ethical concern or complaint, the following procedure will be followed:

1. Verbal complaints will be documented in writing, either by the individual making the complaint or by the board member or staff member who is alerted to the possible ethics violation. Written complaints should be signed/dated by the individual making the complaint.
2. The board will review all written complaints and by majority vote will decide if the action violates the ethical principles or code of conduct set forth in this policy statement.
3. If the majority vote agrees that the complaint has merit, the board will initiate an immediate investigation and create a formal incident report to document all known facts.
4. The board will decide by majority vote the appropriate action to be taken.
5. Violations will remain within the confidence of the YKI board of directors.

VII. Code of Ethics

- To promote and perpetuate the art of Yoshukai Karate International and to foster respect for its founders and their history and their philosophy;

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- To disseminate accurate information to the martial arts community and the public about the art and science based upon the principles and mission statement of Yoshukai Karate International;
- To seek to preserve the autonomy and dignity of all members; To give recognition to legitimate instructors and practitioners of Yoshukai Karate International and other martial arts disciplines;
- Speak in a positive manner about fellow instructors, other staff, participants and competitive facilities and organizations or say nothing at all.
- Support fellow instructors, staff and board members as well as the association at all events by recognizing their authority and expertise where applicable. When conflicts arise, defer to the judgment of the hosting instructor.
- Remember your conduct inside and outside the dojo reflects upon Yoshukai Karate International - disrespectful behavior towards others in the dojo or at any official or sponsored Yoshukai Karate International function will not be tolerated. Abuse of power or open displays of argumentative behavior and/or disrespect towards fellow board members, instructors, or staff will not be tolerated!
- Make reasonable preparations to protect each participant's health and safety during practice and in the vulnerable periods that may follow. Limits on the behaviors of participants and facilitators are to be made clear and agreed upon in advance of any session.
- Remember that participants may be vulnerable to suggestion, manipulation, and exploitation; therefore, staff and instructors pledge to protect participants and not to allow anyone to use that vulnerability to exploit or harm participants or others.
- Unprovoked physical attack with initiative and without provocation by any member of Yoshukai Karate International is ethically inexcusable and will be grounds for immediate expulsion from the organization.
- Staff and Board Members shall disclose, at a minimum, discussion of any elements of the practice that could reasonably be seen as presenting physical or psychological risks.
- Staff shall assist with only those practices for which they are qualified by personal experience and by training or education.
- Staff and Board Members shall practice openness and respect towards people of other martial arts and/or those whose beliefs are in apparent

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contradiction to their own.

- Staff will provide only those services and use only those techniques for which they are qualified by education, training, or experience. In those areas in which recognized professional standards do not yet exist, coaches must exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work.
- Recognize that Yoshukai Karate International is a high-profile organization in many communities. Use care when communicating with the media and the general public. Do not use profanity or make disrespectful remarks against other organizations and/or fellow Yoshukai members when speaking with the media or posting on general forums.

VIII. Code of Conduct for Judges and Referees at Yoshukai Karate International Sporting Events

The understanding of the referees' role is the basis for correct and fair judgment. The function of the referee is to keep the match moving towards a conclusion based on skill while at the same time protecting athletes against injury and avoiding one athlete obtaining advantage through a prohibited act. This simple philosophy, combined with knowledge of the rules and common sense, is the key to good officiating.

To conduct professional and fair judgment a referee or judge should adhere to the following principles:

- They should conduct themselves honorably at all times and maintain the dignity of their position.
- They should attend training meetings so as to know the rules and regulations of the competition, their proper interpretation and their application.
- They should always strive to achieve maximum teamwork with their fellow officials and should never knowingly promote criticism of them.
- They should be in good mental and physical condition.
- They should control the athletes effectively by being courteous and considerate without sacrificing firmness.
- They should not make statements about any fight except to clarify an interpretation of the rules and regulations of the fights.

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- They should not discriminate against, or take undue advantage of any individual or group on the basis of race, color, religion, sex or national origin.

IX. **Code of Conduct for Individual Dojos and General Members**

- Be respectful to staff and follow instructions to the best of your ability.
- Always set a good example for lower belts. Be aware that they will try to emulate senior practitioners.
- Help other practitioners to learn and succeed. Recognize that you are all members of a strong group sharing common goals and interests.
- All teaching aids must be treated with respect, whether they are real weapons such as a sword, katana or stick, simulated weapons such as wooden or plastic knives, sparring equipment, or mats.
- No profanity in the dojo.
- No smoking in the dojo.
- Instructors should be addressed as Mister, Mrs., Miss, Ms or Sensei.
- Practitioners should not free spar without protective gear (safety cup, mouth guard, head gear, [confirm with insurance policy requirements]).
- Any jewelry that may cause injury when training should not be worn during class.
- Practitioners should not chew gum during class.
- Practitioners should always keep fingernails and toenails trimmed.
- Practitioners should keep their uniforms clean and in good condition.
- No practitioner should test for promotion if behind on lessons or membership dues.
- No disrespectful behavior toward others will be tolerated at any time.