

## Shemwell's Academy of Martial Arts

### Sexual Harassment Policy

Sexual harassment is a topic that has become a very important issue in our society. As such, it will be treated with extreme gravity by this organization, and every member of the organization is expected to adhere to this policy.

Sexual harassment is behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

Men, women, and children are vital members of our organization. Each is to be treated with the utmost respect. It is the policy of Shemwell's Academy of Martial Arts that sexual harassment of instructors, students, visitors, or any other participants in class, or in any other Shemwell's Academy of Martial Arts activities, is unacceptable in any form and will not be tolerated in any way. Sexual harassment may include (but is not necessarily limited to):

- Unwelcome sexual advances
- Requests for, or pressure to engage in, sexual activity, whether subtle or direct
- Seeking sexual attention, with implicit or explicit threats or rewards
- Unwelcome physical contact, sexual jokes, or offensive sexual language
- Leering at or making comments about a person's body, appearance, or clothing; displaying pictures or objects that have women or men depicted as sexual objects
- Other verbal, visual, or physical conduct of a sexual nature, or directed at a person because of that person's gender.
- Unwanted electronic communications through social media, text messaging, et cetera

Any and all such actions may be perceived as creating a hostile environment are expressly prohibited.

No instructor, student, employee or representative of Shemwell's Academy of Martial Arts, shall engage in sexual harassment, or permit such conduct by visitors, guests, vendors, or referral sources, nor state or even imply that refusal to submit to such conduct, will adversely affect any aspect of one's study and development through any Shemwell's Academy of Martial Arts program.

Similarly, no instructor or student shall promise, imply, or grant any preferential treatment or reward to another instructor or student for engaging in sexual conduct. Any instructor or student who witnesses or experiences conduct that he or she feels is sexual harassment by any instructor, regardless of rank, or other employee or representative of Shemwell's Academy of Martial Arts, shall bring the matter to the immediate attention of his or her senior instructor.

Any student or instructor who is uncomfortable for any reason in bringing such a matter to the attention of this individual, or who is not satisfied that doing so will resolve or has resolved the matter, shall report the matter to the next level of instruction within Shemwell's Academy of Martial Arts.

Any questions about this policy or potential sexual harassment, should also be brought to the attention of these same persons.

Shemwell's Academy of Martial Arts will promptly investigate all reports of sexual harassment, as confidentially as possible, consistent with a thorough investigation and take appropriate corrective action as deemed necessary, including counselling, training, transfer, suspension, demotion in rank, and/or termination from Shemwell's Academy of Martial Arts. All relevant authorities will also be immediately reported to.

Any form of retaliation against any individual for filing a good faith complaint under this policy, or for assisting with the investigation of a complaint, is expressly prohibited. Retaliation is a serious violation of this policy and should be reported immediately.

Any person found to have engaged in retaliation, will be disciplined promptly and appropriately under this policy.

More and more, women are becoming involved in the martial arts – particularly Brazilian Jiu Jitsu. Because of this, instances of sexual harassment are increasing. It is important to understand that women do not join martial arts gyms for the purpose of meeting future husbands or being the recipients of sexual advances. Most women join either for health/fitness reasons or because they want to feel safer in public and gain confidence in their ability to protect themselves. It is the policy of this organization to make women's-only classes available upon request, during which the only men who will be allowed present will be instructors. Because of the current lack of female instructors, this is the only way these classes can be given. It is the express intent of Shemwell's Academy of Martial Arts that in the future these classes be offered by women so that women can have a 100% women's only area. Men who enter the ladies' training areas during training sessions without the express consent of the head instructor will be given only a single warning and then will face suspension. After two suspensions, their contract will be nullified, and they will be asked to leave the premises without a refund for the remainder of the month's dues. Men or women who enter changing areas of members of the opposite sex for any reason during business hours without the express permission of the lead instructor for the purposes of cleaning only and without knocking loudly to announce presence and determine whether there are any occupants will be immediately asked to leave the premises and their contracts will be nullified.

For those men and women who do elect to join the co-ed classes offered, it is important to understand that the nature of grappling is one that puts people into very close contact and the potential for accidental brushes does exist. It is important to be judicious in levying accusations. Certain techniques do require close contact. For example, the proper execution of a Japanese armbar from the mounted position requires that the hands be placed in the center of the chest. Sometimes the hips are used to control the position of an opponent. These statements are not intended to justify the horrific act of harassment. Rather, they are to inform potential students that some close contact will inevitably occur and that they should be judicious when determining if an action was, indeed, sexual harassment. These accusations will ALL be treated with the utmost importance and will be investigated immediately. It is highly recommended that prospective students all observe a class before committing to training at Shemwell's Academy of Martial Arts.