



# Aikido of Champlain Valley

257 Pine Street | Burlington, VT | 802-951-8900 | [www.burlingtonaikido.org](http://www.burlingtonaikido.org)

## AIKIDO OF CHAMPLAIN VALLEY NON-DISCRIMINATION POLICY

THE AIKIDO DOJO is a sacred space. Our goal is to create an atmosphere conducive to focused training and personal growth. This statement provides guidelines to preserve and promote a positive training environment for everyone, regardless of age, ability, gender, sex, ethnicity, and/or sexual orientation.

### THE FOLLOWING ITEMS CONSTITUTE INAPPROPRIATE BEHAVIOR AND/OR SEXUAL HARASSMENT WITHIN THE DOJO:

1. **Jokes and/or teasing related to age, ability, gender, sex, ethnicity, religion, and/or sexual orientation. This includes, but is not limited to, the use of historically and contemporary discriminatory language and concepts related to age, ability, gender, sex, ethnicity, religion, and/or sexual orientation.**
2. **Text messages, written messages, or online posts/pictures, posters, and/or calendars of a racist, ableist, ageist, or sexual nature within the dojo.**
3. **Leering, staring, inappropriate gestures, uninvited touching (ex.: kissing, hugging, brushing up against, pats, shoulder rubs, pinches, groping/grabbing) and/or requests for dates with romantic intent on dojo grounds.**
4. **Lack of respect for members, teachers and visitors based on age, ability, gender, sex, ethnicity, religion, and/or sexual orientation.**
5. **Continuing the above behaviors after you are asked to stop.**

Aikido is intense, and individuals have varying levels of tolerance for intensity. Therefore, it is imperative that consent and communication exists in order for us to train in a safe and joyful manner. All teachers and students should be mindful of the difference between implied consent for physical contact while training and the explicit consent necessary for verbal and/or physical contact off the mat. Please keep in mind that what constitutes harassment is often subtle. An uninvited touch or hug can feel like an assault, and/or trigger traumatic memories for some people. When someone is harassed, she/he/they often remain silent and feel diminished and helpless. Ignorance is not an appropriate excuse for inappropriate behavior. Seek education. Ask respectful questions. Harassment should not stop a person from practicing aikido.

**If practicing or interacting with a student or teacher bothers you in a way that adversely affects your practice and you feel unable to resolve the situation alone, please speak with an instructor or a senior student.** You may request a private place to talk. You do not have to mention a particular person--the important thing is to communicate. Be as direct as you can, whether you are speaking, writing, or using Augmentative and Alternative Communication (e.g., electronic speaking device, signing, or other tools used in place of natural speech). If you are approached in regard to your own behavior, treat the approach as a learning experience and be willing to change your behavior. Openness to other perspectives is a key aspect of our practice. Be aware of your reactions and feelings, as well as those of the people around you. It is crucial that the dojo remains a safe, joyful place for everyone.

**Revised and Accepted by the Aikido of Champlain Board of Directors March 25, 2022**

Aikido of Champlain Valley is a federal 501(c)(3) not-for-profit organization. We do not discriminate on the basis of race, religion, ethnicity, national origin, gender or sexual orientation in our admissions or employment.

