

Policy on Non Fraternisation

I. Purpose and Scope

Hoshin Jujitsu Australia strives to provide an environment for students, Instructors and staff that is respectful, fair and free of unlawful harassment or discrimination.

In keeping with its commitment to provide equal opportunity to **students, instructors** and **staff**, and in order to avoid potential conflicts of interest, favouritism, exploitation, harassment or breaches of professional standards, Hoshin Jujitsu Australia prohibits romantic or sexual relationships where there is supervision, direction or control between the parties.

Due to the nature of the highly ranked system within martial arts, instructors can sometimes be below the age of 18.

Students can often provide mentoring to lower ranked students, (Sempai-Kohai relationship) and this happens in high school aged groups as well as adult classes over the age of 18.

Therefore our Non-Fraternisation policy also applies to any situation where there is an **imbalance of power** - where the relationship of a Sempai (higher ranked student) with a Kohai (any lower ranked student) entails any responsibility or authority for instructing, grading, evaluating, assigning or advising the student.

This policy applies to all Students, Instructors (paid, unpaid, visiting or members) and staff as defined herein.

II.

DEFINITIONS

For purposes of this policy:

“**Member**” shall mean any person who is a fully financial member of Hoshin Jujitsu Australia.

“**Supervisor**” shall mean any person who has the authority and/or responsibility to promote, grade, discipline, evaluate, assign or direct **instructors** (paid or volunteer), **staff** (paid or volunteer) or **students**, of Hoshin Jujitsu Australia.

SUPERVISORS CAN BE DEFINED AS;

- Any instructor of Hoshin Jujitsu Australia with the rank of **Sensei** and above is considered to be a Supervisor, *regardless of age*.
- Any visiting **Sensei**, whether from another Hoshin Dojo or different martial arts school, is considered to be a Supervisor, *regardless of age*
- Any member of the dojo with the rank of “**Sempai**” , *regardless of age*, is considered solely for the purposes of this policy to be a supervisor when their relationship with a student entails any responsibility or authority for instructing, evaluating, grading, assigning or advising the student.

“**Sensei**” shall mean any member of the dojo who has passed their Black Belt exam and probationary period and now has a full teaching license. Sensei means “teacher” and as such is an instructor of Hoshin Jujitsu Australia

“**Sempai**” shall mean any member of the dojo who is gold belt or higher in rank, up to probationary black belt. Sempai’s are training to be instructors.

Sempai above the level of green belt is sometimes called a **Senior Student**.

“**Junior Instructor**” shall mean any Sempai below the age of 18

“**Student**” shall mean any person who is a fully paid member of Hoshin Jujitsu Australia above or below the age of 18. Students do not perform any instructional or teaching duties. Solely for the purposes of this policy, students with the honorary title of “Kohai” (assistant’s assistant) shall be treated the same as a Student.

CHILD PROTECTION

It is the policy of Hoshin Jujitsu Australia that all Supervisors 18 and above shall have a current Working with Children Check and it is prohibited for any Supervisor over the age of 18 to have any type of romantic or sexual relationship with any student below the age of 18, regardless of their rank, membership or role.

This must be the first consideration, regardless of all other policy, that minors are protected and the Child Protection laws of Australia are adhered to. Failure to follow this policy will result in instant dismissal and potential reporting to authorities such as the Police.

III.

POLICY

a. STUDENTS

1) Students 18+ ;

In keeping with Child Protection laws,

No student shall pursue, have or maintain a romantic or sexual relationship with any student, instructor or staff member below the age of 18

2) ALL students, instructors, volunteers and employees **below** the age of 18;

- A) No member of Hoshin Jujitsu Australia regardless of their rank, employment or role shall pursue, have or maintain a romantic or sexual relationship with any student, instructor or staff member of Hoshin Jujitsu Australia who is above the age of 18
- B) Neither shall they pursue, have or maintain a romantic or sexual relationship with any member of the Hoshin Community who is below the age of 18

B. SENSEI / SEMPAL

Hoshin Jujitsu Australia strongly discourages romantic or sexual relationships between Sensei/ Sempais who may also be defined as senior students or junior instructors

No Sensei/Sempai shall pursue, have or maintain a romantic or sexual relationship with any other student whom the Sensei/Sempai is responsible for teaching, grading, advising or otherwise supervising.

In the event such a relationship exists, the involved Sensei/Sempai shall report such relationship immediately to his or her supervisor, who shall take appropriate steps consistent with this policy, including the removal of any reporting, grading, teaching, advising or similar relationships between the Sensei/Sempai and the student.

Supervisors and Staff shall report such relationship immediately to his or her supervisor, who shall take appropriate steps consistent with this policy, including the removal of any reporting, grading, teaching, advising or similar relationships between the Supervisor and the student.

c. Supervisors

No supervisor shall have or pursue a romantic or sexual relationship with any Sensei/Sempai who reports to the supervisor or over whom the supervisor has the authority and/or responsibility to promote, grade, discipline, evaluate, assign or direct.

If such a relationship exists, both the involved supervisor and involved Sensei/Sempai shall report such relationship to the next-level supervisor, to whom the supervisor reports.

The next-level supervisor shall take appropriate steps consistent with this policy, including the removal of any reporting or similar relationship between the supervisor and the Sensei/Sempai

d. Reporting

Any Supervisor, or Sensei/Sempai/Student who becomes aware of a relationship prohibited by this policy should report such relationship to their supervisor or the head of Hoshin Jujitsu Australia or the Administrator of Hoshin Jujitsu Australia

The administrator of Hoshin Jujitsu Australia shall coordinate with the supervisor of the involved supervisor(s) / Sensei/ Sempai / Student to take appropriate action consistent with this policy.

e. Enforcement

Supervisors who violate this policy will be subject to discipline, up to and including termination of employment, membership and rank within the Hoshin Community.

f. Exceptions

Upon request, The Head of Hoshin Jujitsu Australia may grant exceptions to this policy if it determines that an otherwise prohibited relationship ;

- 1) A) existed prior to the professional or martial arts relationship between the parties within Hoshin Jujitsu Australia, and B) does not present a likelihood of abuse of power by or exploitation of either party.
- 2) Where two **students** of are above the age of 18 and have been found to have breached this policy, they must inform their Supervisor of such relationship and will be given the option to take a break from Hoshin Jujitsu Australia for 12 months, after which time both may return to training in the Hoshin Community. At this time the relationship will be found to have existed prior (to returning) to training.
- 3) where two students are under the age of 18 both will immediately be asked to take a break from Hoshin Jujitsu Australia for 12 months, after which time both may return to training in the Hoshin Community. At this time the relationship will be found to have existed prior (to returning) to training.

IV. Additional Information

Question regarding the applicability of or reporting requirements contained in this policy may be directed to the Head of Hoshin Jujitsu Australia. Allegations of harassing behaviour must immediately be reported to the Head of Hoshin Jujitsu Australia

It is unlawful to take adverse actions against any member of the Hoshin community for filing a complaint of harassment or discrimination, or for cooperating in an investigation of such a complaint.

Retaliation against a member of the Hoshin community who, in good faith, reports alleged harassment or who participates in an investigation is a violation of our policy and is subject to appropriate discipline.

Retaliation may have an adverse impact in the following areas: hiring, firing, promotions, demotions, compensation, benefits, grading, pressure to withdraw from class, ignoring, refusing requests for assistance. This list is not exhaustive.

V. Contact Information

Hoshin Australia
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Avalon NSW Australia

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