

BIRANKAI NORTH AMERICA TEACHERS STATEMENT OF PROFESSIONAL ETHICS

Birankai North America (BNA) teachers are dedicated to the sincere practice of the art of Aikido as created by its Founder, Morihei Ueshiba, and transmitted by his student, the Founder of Birankai International, T. K. Chiba Shihan. Their commitment is guided by a deep conviction of the nobility of the Way.

Birankai North America teachers conduct themselves with integrity and honesty. They make a sincere, lifelong commitment to self-awareness and self-reflection.

In recognition of the special responsibilities which they have agreed to accept as professional teachers, Birankai North America-certified teachers:

- Are sensitive to the power imbalance inherent in the teacher-student relationship. They do not exploit their students for personal advantage.
- Make every effort to assure that their evaluation of students reflects their true merit, without discrimination due to age, gender, racial identity, ethnicity, national origin, sexual orientation, gender presentation, physicality, disability, language, or economic status.
- Endeavor to create an inclusive environment, in which diversity is respected, and every student's learning process is encouraged and supported;
- Commit to maintaining a community free from all forms of disrespectful or offensive conduct (see Attachment), including harassment, exploitation, and abuse.
- Honor the structures of accountability within Birankai North America and accept their obligations to maintain high levels of competence as expressed in the BNA teaching policies and guidelines.

Should any certified teacher be found to have violated the guidelines contained in this Statement, and if such misconduct is proved to the satisfaction of the Ethics Committee, the Committee's actions may include, but are not limited to: reprimand, suspension of grading privileges, or a recommendation to the BNA Senior Council that the teacher's teaching certification or membership in BNA be revoked.

Ethics complaints within a BNA dojo should be made to the Chief Instructor of that dojo. If the Chief Instructor is unresponsive, or if the violation involves a Chief Instructor, a written complaint should be sent via email to the attention of:

Mr. Tom Grimaldi
Chair, BNA Ethics Committee
Email: cpprmtnaikido@gmail.com.

Attachment to BNA Ethics Statement

Harassment is verbal or non-verbal conduct that is unwelcome, offensive, or creates a hostile learning environment. It may consist of a single intense or severe act or of multiple persistent or pervasive acts. The following examples may be helpful to define harassing, offensive, or inappropriate behavior within a dojo: Jokes and/or teasing related to age, physicality, ability, gender, sex, ethnicity, nationality, religion, racial identity, sexual presentation, and/or sexual orientation. This includes, but is not limited to, the use of historically demeaning or contemporary discriminatory language directed at individuals or groups.

- Text messages, written material, photos, and/or online posts, pictures, or videos of a racist, ableist, ageist, or sexual nature within the dojo.
- Leering, staring, uninvited touching (for example: kissing, hugging, brushing up against, pats, shoulder rubs, pinches, groping/grabbing).
- Requests for dates with romantic intent on dojo grounds.
- Intentional misgendering of members or visitors based on assumed gender identity.
- Continuing the above behaviors after you are asked to stop.

[With thanks to Aikido of Champlain Valley for permission to adapt their material.]