

Wasatch HEMA is a combined group consisting of the United Clans Swordsman Association, and True Edge Academy of Swordsmanship. As such, all references to Wasatch HEMA apply to both groups.

As an organization, Wasatch HEMA wants all members to feel welcome. We strive to ensure that within the realm of being a martial arts school who practices with full contact, that you feel safe, emotionally and physically. If during your time as a member of our group, you feel you are being harassed, discriminated against or feel uncomfortable with anyone's behavior, (instructor, classmate, or observer) please make use of the reporting mechanisms outlined below.

### **Wasatch HEMA Code of Conduct:**

#### **Behavior Expectations**

The following rules apply to all participants in any Wasatch HEMA event, class, private lesson, organized activity, or community space (including online spaces such as Facebook groups).

1. Treat others with respect and patience. We all have different levels of experience, different backgrounds, and different learning and communication needs, and these may occasionally conflict. You are expected to engage with others in good faith, to treat all other participants equitably, and to care for your training partners' safety in addition to your own. If you behave in a manner that endangers or harms others, you will be asked to stop, and may be subject to disciplinary action.
2. When referring to another participant, use their correct personal pronouns (e.g., she/he/they). If you are not sure what pronouns someone uses, ask them. Deliberately using incorrect pronouns for another person is considered harassment and will result in disciplinary action.

3. All activities are opt-in: you can choose when, and to what extent, you participate in a class or activity. Shaming anyone for not participating or for asking for accommodation is considered harassment and will result in disciplinary action.
4. You are responsible for your safety and are the best authority on your own physical and psychological limits. You are encouraged to tell your coach(es) and/or training partner(s) about any injuries, disabilities, or other risk factors that may affect your training. If an activity you are participating in feels unsafe or like it's harming you, you may stop at any time.
5. Calibrate your level of resistance, force, and aggression to an appropriate level for your training partner and the current activity. If in doubt, ask your partner or instructor what they expect.
6. You are welcome to ask questions and give each other feedback (especially to help your partner calibrate correctly); however, only Wasatch HEMA coaches may provide instruction. Limit peer coaching to activities where it is explicitly requested.
7. Prior to sparring with a new weapon, you must receive a safety orientation and be cleared to fight by a coach. You must follow any posted sparring safety rules and must follow all safety directions from coaches.
8. You are responsible for the storage, transport, and maintenance of your personal training gear. If a coach judges any piece of your gear unsafe, you may not use that item until it has been sufficiently repaired, modified, or replaced, and cleared for use by a coach.
9. Any training gear you borrow from the school remains the property of Wasatch HEMA. You must return it at the end of the activity it was loaned for, in the condition in which you received it (excluding normal wear and tear). You may be

held financially responsible for missing or damaged equipment that was left in your care.

10. Discriminatory behavior and harassment is prohibited and will result in disciplinary action. This includes—but is not limited to—discrimination based on race, gender, gender identity, sexual orientation, ethnic or religious background, nationality or nation of origin, and ability; as well as verbal, physical, and sexual harassment.

11. You may not participate in training or sparring while under the influence of drugs or alcohol.

### **Social Media Presence and Responsibility**

Members of Wasatch HEMA have a responsibility to represent their clubs well in the wider public space and to maintain respectful relationships with their clubmates even outside of official club activities. Wasatch HEMA cannot operate a safe learning environment without members' mutual trust and respect, and a member's behavior outside of club activities can be a detriment to this goal.

A social media presence includes pages, posts, comments, and re-posted content with contextual commentary. A public forum constitutes a member's social media presence that is publicly viewable. A private forum is the social media presence that is obfuscated by privacy settings. Private forums afford a member more leeway.

In public forums, members of Wasatch HEMA are expected to:

- Refrain from posting or sharing content or comments or otherwise creating a social media presence that would violate the code of conduct.

In both public and private forums, we expect members of Wasatch HEMA to:

- Conduct themselves respectfully towards their fellow clubmates.
- Refrain from posting or sharing content espousing or encouraging violence toward one or more of the groups protected by the code of conduct.

Repeated violations that constitute a pattern of behavior will warrant a warning which includes specific instances of violations, and continued violations may result in the member being asked to:

- Agree to a plan of action to remediate the situation,
- Not attend one or more branches of Wasatch HEMA,
- Suspension or expulsion from Wasatch HEMA.

Only actions taken by the member *after* the signing date of this document will be considered in any review by the code of conduct committee.

We believe we can do more to correct discrimination by exposure, dialog, and training together than by threats of ostracism. Members must be made aware of how their actions affect others and a remediation plan made. We consider expulsion a last resort, but one we reserve the right to enforce.

You understand your social media presence and responsibilities as outlined above and you agree to abide by them. You understand failure to do so may result in the consequences outlined above and in provided disciplinary documents.

## **Reporting**

If you see someone violating the above rules, or something happens during a Wasatch HEMA activity that makes you feel uncomfortable or unsafe, please let our staff know as soon as possible. The following reporting channels are always available:

*During in-person activities:* speak to your coach(es)

*During online classes:* use the “chat” feature in Zoom to send a direct, private message to your coach(es)

*Anytime:* send an email to trueedgeacademy@gmail.com; this email address is monitored by our instructors

*Anytime:* speak to an instructor you are comfortable with or contact them via email or private message; they are authorized to submit an anonymous report on your behalf and can serve as your representative through the follow-up process, if requested.

## **Discipline**

Any disciplinary action taken will depend on the nature, severity, and context of the behavior that has been reported.

At minimum, any inappropriate behavior will be stopped as soon as it is noticed, and the perpetrator will be told how to correct the issue and expected to do so immediately. They may also be removed from the activity or training space and may also lose future training privileges.

All incidents warranting discipline will be recorded in writing, as will any action taken by coaches or management. For a detailed summary of the disciplinary process, please refer to our Reporting and Disciplinary Process document, available from your instructor or on our membership portal.

I have read and fully understand this document.

Date: \_\_\_\_\_

Name (print): \_\_\_\_\_

Signature: \_\_\_\_\_

Parent or Legal Guardian (as needed): \_\_\_\_\_