

Siren Jiu Jitsu Sexual Misconduct Prevention & Reporting Policy

I. Purpose & Scope

We are committed to creating and maintaining a **safe, respectful, and inclusive training environment**. Sexual misconduct, harassment, inappropriate contact, or abuse of any kind will **not be tolerated**. This policy applies to *all adults*, including coaches, staff, volunteers, members, and visitors — at classes, open mats, events, and off-site functions.

II. Standards of Conduct

1. Professional Boundaries

- All members must maintain respectful boundaries in all interactions — physical, verbal, digital, or social.

2. Physical Contact

- Any physical contact that is non-consensual or sexual in nature is strictly prohibited.
- Remain mindful of body language — if someone appears uncomfortable, stop and check in with them.

3. Language & Behavior

- No sexually explicit, suggestive, or harassing language, noises, or comments are permitted.
- Disrespectful or derogatory remarks are prohibited.

4. Social Media & Digital Communication

- Do not engage in private direct messaging, flirtatious communication, or sending images of a personal nature to members, particularly students, without consent.

III. Reporting Unwanted Behavior

A. Internal Reporting

We want anyone who sees or experiences inappropriate behavior to feel *safe reporting it*, even anonymously. Reports can be made to any of the following:

1. **Gym Owner / Head Coach** — accessible for confidential conversation.

2. **Anonymous Reporting Option** – you may submit a written note or online form with *no name* required if you prefer to remain anonymous. Online link: <https://kick.site/b111qlhq>

Standards for a good-faith report:

- A description of the behavior
- Date/time/location of incident
- People involved and possible witnesses

No one will be retaliated against for filing a report in good faith. Retaliation itself is a violation of policy.

B. External Reporting

Serious concerns including sexual misconduct, assault, or harassment should be reported to appropriate authorities: **Local Law Enforcement** — in the case of criminal behavior.

V. Investigation & Response

- All reports will be taken seriously and reviewed promptly by gym leadership.
- Confidentiality will be upheld to the extent possible.
- The gym will not conduct its own criminal investigations — those are handled by law enforcement.

Possible Outcomes:

- Mediation, corrective training
- Suspension or loss of membership
- Staff discipline or termination
- Referral to authorities

VI. Enforcement

Violations of this policy — including sexual misconduct, harassment, or retaliation — *may result in disciplinary action*, up to and including permanent removal from the gym.