

North Park Jiu Jitsu Academy

Code of Conduct

version 1.0 Feb 2026

1. Our Commitment

North Park Jiu Jitsu Academy is committed to maintaining a **safe, respectful, and inclusive training environment** for all members, staff, and visitors.

Jiu-Jitsu is a close-contact sport that requires trust, cooperation, and mutual respect. Every person in our academy shares responsibility for protecting the physical and emotional safety of others.

This Code of Conduct applies to:

- Adult students
 - Youth students and parents
 - Instructors, coaches, and staff
 - Visitors and guests
 - All gym-related activities (classes, open mats, competitions, seminars, and social events)
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2. Core Values

All members are expected to uphold the following values:

- **Respect** — for training partners, instructors, staff, and the academy
 - **Safety** — prioritize the well-being of others at all times
 - **Consent** — participation is voluntary; boundaries must be honored
 - **Accountability** — take responsibility for your actions
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3. Respectful Conduct

Members must:

- Treat everyone with dignity and courtesy, regardless of age, gender, rank, or experience
- Use appropriate language; harassment, bullying, or discriminatory behavior is not permitted
- Follow instructor guidance during class
- Accept feedback respectfully and offer it only when appropriate
- Represent the academy positively on and off the mats

Harassment, intimidation, or disruptive behavior of any kind will not be tolerated.

4. Safety & Training Etiquette

To ensure a safe training environment:

- Respect all taps immediately (verbal or physical)
 - Train with control and awareness of your partner's ability and experience
 - Anyone may decline a roll or drill **without explanation**
 - Do not pressure others to train beyond their comfort level
 - No shoes on the mats; maintain proper hygiene and clean gear
 - Do not train if you have a contagious illness or open skin infection
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5. Consent & Personal Boundaries

- Consent must be **clear, ongoing, and freely given**
- Physical contact is limited to legitimate training purposes only
- Unwanted physical contact, comments, or behavior are unacceptable
- "That's just how jiu-jitsu is" is not an excuse for crossing boundaries

Everyone has the right to train in an environment where they feel safe and respected.

6. Instructors, Coaches & Senior Students

Those in leadership positions are held to a **higher standard of conduct** due to their influence and authority.

Instructors and senior students (including higher belts or those assisting instruction) must:

- Lead by example
- Maintain professional boundaries
- Avoid behavior that could be perceived as coercive, inappropriate, or intimidating
- Address safety concerns promptly and responsibly

Abuse of authority or misuse of rank will not be tolerated.

7. Zero-Tolerance for Sexual Misconduct

North Park Jiu Jitsu maintains a **zero-tolerance policy** for substantiated sexual harassment, sexual misconduct, or abuse. Any behavior of a sexual nature that is unwelcome, inappropriate, or non-consensual is strictly prohibited.

More detailed definitions, reporting procedures, and protections are outlined in our **Sexual Misconduct & Safeguarding Policy**.

8. Reporting Concerns

If you experience or witness behavior that violates this Code of Conduct report to:

- Any instructor or staff member
 - The Designated Safeguarding Contact (Academy Manager)
 - The Academy Owner
 - Reports may also be submitted via email at: info@northparkbjj.com
- Concerns will be taken seriously and handled discreetly
 - Retaliation against anyone who raises a concern is prohibited

9. Enforcement

Violations of this Code of Conduct may result in:

- Verbal or written warnings
- Suspension
- Termination of membership or coaching role
- Further action as appropriate

The academy may implement interim safety measures, including temporary suspension, while concerns are reviewed.

10. Acknowledgment

All members, staff, and volunteers are expected to read and comply with this Code of Conduct.

Adults: Acknowledgment is required at signup or onboarding.

Minors: Parents or legal guardians must acknowledge this Code of Conduct on behalf of minor participants as a condition of enrollment.

Where acknowledgment is not practicable, continued participation constitutes agreement to comply.

Kids & Youth Program Conduct

North Park Jiu Jitsu is committed to providing a **safe, positive, and age-appropriate environment** for all children and youth participating in our programs.

A. Expectations for Youth Students

Children are expected to:

- Treat coaches, teammates, and staff with respect
- Follow instructions and class rules
- Use appropriate language and behavior
- Keep hands and feet to themselves outside of training activities
- Speak up if they feel uncomfortable or unsafe

Bullying, teasing, intimidation, or inappropriate behavior toward other children is not permitted.

B. Expectations for Coaches & Staff Working With Minors

Coaches and staff working with youth are held to a **higher standard of care and professionalism**.

They must:

- Maintain clear, professional boundaries at all times
 - Use physical contact **only** for legitimate instructional purposes
 - Avoid isolating a child in private or closed-door settings
 - Follow two-adult best practices whenever possible
 - Communicate with minors in a professional and appropriate manner
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C. Parent & Guardian Expectations

Parents and guardians are expected to:

- Support a respectful and positive training environment
 - Address concerns through staff or management rather than during class
 - Model appropriate behavior toward coaches, staff, and other families
 - Communicate any safety or behavioral concerns promptly
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D. Youth Safety & Reporting

- Any concerns involving a child's safety, boundaries, or well-being should be reported immediately to gym leadership
- All concerns will be taken seriously and addressed promptly
- Retaliation against a child or family for raising concerns is strictly prohibited

North Park Jiu Jitsu maintains a **zero-tolerance policy** for abuse, harassment, or inappropriate conduct involving minors. Additional details regarding youth safety, boundaries, and reporting obligations are outlined in our **Sexual Misconduct & Safeguarding Policy**.

North Park Jiu Jitsu Academy

Sexual Misconduct & Safeguard Policy

version 1.0 Feb 2026

1. Purpose & Scope

North Park Jiu Jitsu is committed to providing a training environment that is **safe, respectful, and free from sexual harassment, sexual misconduct, abuse, or exploitation.**

Jiu-Jitsu involves close physical contact and inherent power imbalances (rank, experience, coaching authority). Because of this, **clear boundaries, explicit consent, and professional conduct are essential.**

This policy applies to:

- Adult students
 - Minor students and parents
 - Instructors, coaches, and staff
 - Volunteers and visitors
 - All gym-related activities (classes, open mats, competitions, seminars, travel, and social events)
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2. Zero-Tolerance Statement

Zero tolerance means substantiated violations will result in decisive corrective action.

North Park Jiu Jitsu maintains a **zero-tolerance policy** for:

- Sexual harassment
- Sexual assault
- Sexual abuse or exploitation
- Grooming behavior
- Retaliation against individuals who report concerns

Violations of this policy may result in **immediate suspension or permanent removal** and, where appropriate, referral to law enforcement.

3. Definitions

A. Sexual Harassment

Any **unwelcome conduct of a sexual nature**, verbal, non-verbal, or physical, including but not limited to:

- Sexual comments, jokes, innuendo, or remarks about appearance or body
 - Unwanted flirting, propositions, or sexual advances
 - Repeated contact after being asked to stop
 - Sexually suggestive gestures, staring, or sounds
 - Sending sexual or explicit messages, images, or social media communications related to the gym
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B. Sexual Assault & Sexual Abuse

- Any **non-consensual sexual contact** of any kind
- Touching of intimate areas outside legitimate training purposes
- Coercion, force, intimidation, manipulation, or exploitation
- Sexual contact with a minor under any circumstances

Sexual assault or abuse will result in **immediate removal from the academy** and may be reported to law enforcement.

C. Grooming Behavior

Grooming includes behaviors intended to **build trust, dependency, or secrecy** for the purpose of exploitation, such as:

- Isolating a student
- Giving special treatment, gifts, or privileges
- Encouraging secrecy
- Gradually pushing personal or physical boundaries

Grooming behavior is prohibited even if no physical misconduct has occurred.

4. Consent & Boundaries

- Consent must be **clear, informed, ongoing, and freely given**
- Consent can be withdrawn at any time
- Silence or lack of resistance does not imply consent

- No one is required to explain why they decline contact or training
 - “That’s just how jiu-jitsu is” is **not** an acceptable justification for crossing boundaries
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5. Power Dynamics & Professional Boundaries

Instructors, coaches, and senior students hold positions of authority and influence and are held to a **higher standard of conduct**.

Prohibited conduct includes:

- Using rank, promotions, belt testing, or mat access as leverage
- Isolating students in private or closed-door settings
- Sexual or romantic advances toward students
- Suggesting that training opportunities depend on personal or romantic interest
- Retaliation against students who set boundaries or report concerns

Dating relationships between instructors and a current student is inappropriate and must be disclosed immediately to academy leadership. Failure to disclose may result in disciplinary action.

6. Youth Safeguarding & Minor Protection

North Park Jiu Jitsu prioritizes the safety of all children and youth.

Safeguards include:

- No sexual or romantic interaction with minors (strictly prohibited)
- No one-on-one interactions between students and instructors (parents must be present at all times for private lessons, parents may not drop off students and leave unless at least two students and one instructor is present)
- Two-adult best practices whenever feasible
- Physical contact limited strictly to instructional purposes
- All electronic communications between adults and minors must be open and transparent. Copy the minor’s parent/guardian or adult participant on all messages. Communication must be professional in nature
- Parents and guardians are encouraged to observe and raise concerns

Any suspicion or allegation involving a minor will be addressed in accordance with **California mandated reporting laws**.

7. Reporting Concerns

Anyone who experiences or witnesses behavior that may violate this policy has a **responsibility** to report it promptly.

Reports may be made to:

- Any instructor or staff member
- The Designated Safeguarding Contact (Academy Manager)
- The Academy Owner
- Reports may also be submitted via email at: info@northparkbjj.com

Reports may be verbal or written.

North Park Jiu Jitsu will:

- Take all reports seriously
 - Respond promptly and respectfully
 - Maintain confidentiality to the extent possible
 - Prohibit retaliation in any form
 - Make legally required reports to appropriate authorities
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8. Investigation Process

Upon receiving a report:

- The gym will assess the concern promptly
- Interim measures may be taken to ensure safety
- An internal or external investigation may be conducted
- Findings will determine appropriate action

Investigations will be conducted impartially, documented appropriately, and handled with due regard for all parties involved. False reports made knowingly and in bad faith may result in disciplinary action; however, **good-faith reports will never result in punishment**, even if allegations are not substantiated.

Records related to reports and investigations will be retained in accordance with applicable law and business needs.

9. Consequences & Enforcement

Depending on severity, consequences may include:

- Verbal or written warning
- Suspension
- Permanent expulsion from the academy

- Termination of employment or coaching role
 - Referral to law enforcement
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10. Anti-Retaliation

Retaliation against any person who raises a concern, participates in an investigation, or supports another individual is strictly prohibited.

Retaliation itself is a violation of this policy.

11. Policy Acknowledgment

All students, instructors, staff, and volunteers **shall** read, understand, and comply with this policy.

Adults: Required acknowledgment at signup or onboarding.

Minors: Acknowledgment by a parent or legal guardian is required as a condition of enrollment.

Where written or electronic acknowledgment is not practicable, continued participation at North Park Jiu Jitsu constitutes acknowledgment of and agreement to comply with this policy.

12. California Mandated Reporter Requirements (Staff & Coaches)

In accordance with **California law**, certain individuals working with or supervising minors are classified as **Mandated Reporters** under the California Child Abuse and Neglect Reporting Act (CANRA).

At North Park Jiu Jitsu, **all instructors, coaches, and staff who work with minors are considered Mandated Reporters.**

A. Mandated Reporter Duties

Mandated Reporters are legally required to report **any known or reasonably suspected:**

- Child abuse
- Sexual abuse or exploitation
- Sexual assault
- Neglect
- Grooming behavior involving a minor

A report must be made **as soon as practically possible**, and **within the timeframe required by law**, to the appropriate child welfare or law enforcement agency.

Reporting is required even if:

- The suspected abuse did not occur at the gym
- The alleged offender is another student, coach, staff member, or family member
- The minor requests confidentiality
- The Mandated Reporter is unsure whether abuse has occurred but has reasonable suspicion

Proof is not required. Reasonable suspicion alone triggers the duty to report.

B. Reporting Process

Mandated Reporters must:

1. **Immediately contact** the appropriate child welfare agency or law enforcement agency by phone, as required by law
2. **Submit a written report** within the legally required timeframe using the appropriate state reporting form

Internal reporting to academy leadership **does not replace or delay** the legal obligation to report.

C. No Delegation or Retaliation

- Mandated Reporter duties **cannot be delegated** to another staff member or supervisor
- Failure to report is a **criminal offense** under California law
- Retaliation against any staff member who fulfills their mandated reporting duty is strictly prohibited

North Park Jiu Jitsu fully supports staff who act in good faith to protect minors and comply with the law.

D. Training & Acknowledgment

All staff and coaches working with minors are required to:

- Complete California Mandated Reporter training as required by law
- Acknowledge their Mandated Reporter responsibilities in writing
- Comply fully with this policy and all applicable reporting laws