

Mo-ichido England Code of Conduct

I. Company Mission and Values

Mo-ichido England is committed to fostering a community of learning, growth, and respect through the practice of martial arts. Our mission is to provide exceptional training and support for all members, encouraging them to realize their full potential while upholding the principles of discipline, respect, and excellence.

Our core values are:

- **Respect:** Honoring all individuals and valuing their contributions to our dojo and community.
- **Integrity:** Conducting ourselves with honesty, transparency, and fairness in all interactions.
- **Excellence:** Striving for continuous improvement in both martial skills and personal development.
- **Community:** Fostering a supportive and inclusive environment where all members are empowered to grow.

II. Ethical Behavior

At Mo-ichido England, ethical behavior is paramount. We expect every individual—staff, students, and visitors—to uphold the highest standards of honesty, integrity, and fairness in their actions. This means acting with transparency, addressing conflicts openly, and treating others with fairness and respect. We do not tolerate dishonesty, fraud, or any form of misconduct within the dojo.

III. Respect and Inclusion

We are committed to creating an inclusive and respectful environment for all. Mo-ichido England values the diversity of its members and ensures that everyone is treated with dignity, regardless of their background, identity, or beliefs. Discrimination, harassment, or any behavior that undermines the dignity or rights of others will not be tolerated. We encourage an atmosphere where mutual respect is at the core of our interactions.

IV. Workplace Conduct & Guidelines

1. **Professionalism:**

- All members, instructors, and staff are expected to maintain a high standard of professionalism, both in and outside of the dojo. This includes appropriate communication, punctuality, and a positive attitude.
- **Dress Code:** Appropriate attire must be worn at all times during training sessions, meetings, and events. Martial arts uniforms should be kept clean and in good condition.
- **Workplace Etiquette:** Treat all members, staff, and visitors with courtesy and respect. Maintain a constructive and positive atmosphere for all participants.

2. **Confidentiality:**

- All members and staff are required to maintain confidentiality regarding sensitive information related to the dojo and its participants. This includes personal details, training techniques, business strategies, and financial information.
- Confidentiality must also be upheld regarding any third-party information obtained through Mo-ichido England.

3. **Conflict of Interest:**

- Individuals should avoid any situation that could create a conflict of interest. Members and staff must act in the best interest of the dojo and not allow personal interests, relationships, or financial gain to influence professional decisions.

4. **Use of Company Resources:**

- Company property, including dojo facilities, equipment, and technology, should be used responsibly and for its intended purpose. Misuse or abuse of resources will not be tolerated.
- Personal use of company resources should be kept to a minimum and must not interfere with professional duties.

5. **Safety:**

- Safety is a top priority at Mo-ichido England. All members and staff must adhere to the dojo's health and safety protocols, including proper warm-up procedures, use of equipment, and reporting any hazards or injuries.
- Training should be conducted with the utmost care to prevent harm to oneself or others. Any unsafe practices or behavior that endangers participants will be

addressed immediately.

V. Reporting and Compliance

1. Reporting Procedures:

- Any concerns regarding violations of the code of conduct, ethical misconduct, or safety issues should be reported immediately to the appropriate person in charge. This could be an instructor, supervisor, or management. Reports can be made in person, by email, or through our online reporting system.
- All complaints will be handled with discretion and respect for confidentiality, and no retaliation will occur as a result of making a report.

2. Consequences for Violations:

- Violations of this Code of Conduct will be taken seriously and may result in disciplinary action, including verbal or written warnings, suspension, or termination of membership or employment. The severity of the action will depend on the nature and seriousness of the violation.
- Disciplinary actions will be applied fairly, consistently, and in accordance with any applicable legal requirements.

3. Compliance Resources:

- For questions regarding the code of conduct or if you need guidance on how to handle a situation, please contact the following:
 - Colin Parker
 - Email: colin@moichido.uk
 - Phone: 07739 369 311

By adhering to this Code of Conduct, we ensure that Mo-ichido England remains a place where members can learn, train, and grow in an environment of mutual respect, professionalism, and safety.