



## **BASSC Code of Conduct**

### **Preamble:**

Combat artistry is an important and learned profession. The members of the British Academy of Stage & Screen Combat, (henceforth to be referred to as the BASSC), recognise that their work has a direct and vital impact upon any artistic project with which they are involved and upon the health and safety of the individuals with whom they work and the general public. Accordingly, the services provided by members require honesty, impartiality, fairness and equity, and must be dedicated to the highest possible artistic standards and protection of public health, safety and welfare. In the practice of their profession, members must perform under a standard of professional behaviour, which requires adherence to the highest principles of ethical conduct on behalf of the public, clients, employers and the BASSC.

The British Academy of Stage and Screen Combat sustains the highest standards of ethical conduct between teachers, students, and professional colleagues. The following code provides a basis for individual conduct both in the class and in any professional environment:

1. The Teacher offers a learning environment that nurtures student potential by providing excellent instruction without personal bias or prejudice, encouraging diverse points of view, and administering an honest assessment of each student's strengths and challenges.
2. The Teacher engages in practices aimed to ensure the physical, psychological and emotional security of all students and makes every effort to protect students from conditions harmful to learning, health or safety.
3. The Teacher speaks and acts toward students with respect and dignity, protects each student from exposure to embarrassment, disparagement and harassment, and delivers pedagogy in ways that avoid punishment or inappropriate competition.
4. The Teacher upholds the rights of all students to be treated with equity and without discrimination against age, race, national or ethnic origin, sex, gender identity, sexual orientation, religion, political convictions, social class, financial status, disability, or any other factors irrelevant to the learning experience. No student shall be afforded unfair advantages or privileges.

5. The Teacher respects all students' legal and personal rights, personal freedom and privacy. The Teacher will preserve students' anonymity if discussing aspects of their work with others and will not disclose confidential information without consent from the student, unless required by law.
6. The Teacher acknowledges the authority of the teaching position and refrains from exploiting this privileged relationship with any student for private advantage, for gaining restricted information, or for influencing the student on matters outside the domain of the class.
7. The Teacher shall not allow any personal relationships with students to influence their conduct in class, nor display favouritism towards students based on pre-existing relationships. Any Teacher who would consider their relationship with a student to be a professional conflict should report said relationship to the appropriate party.
8. The Teacher strives to ensure all students receive the best possible learning experience by adopting the highest professional standards. These include but are not limited to: maintaining one's skills and understanding of the craft, staying informed of advancements in the field, and conducting class in a professional manner, including refraining from teaching while under the influence of alcohol or a controlled substance, as well as maintaining a high standard of personal hygiene regarding body odour, smoker's breath, etc.
9. Equal Opportunity

The BASSC is an equal opportunity educator and employer. As such, the BASSC is committed to the policy that all persons shall have equal access to its programs and employment without regard to age, ancestry, citizenship, colour, creed, disability, gender, gender identity, genetic information, marital status, military status, national origin, parental status, pregnancy, race, religion, sexual orientation, source of income, unfavourable discharge from military service, veteran status, as a result of being the victim of domestic or sexual violence or other classes protected by law. In the overarching interest of providing a safe environment for all participants in activities sponsored by the BASSC and its members, the BASSC reserves the right to limit the participation of any person or persons whose specific physical limitations, temporary or permanent, prohibit participation in performing the required skills of the sponsored event in a manner safe to himself or herself or to other participants. This policy shall extend to recruitment, hiring, training, compensation, promotion, demotion, transfer, layoff, termination, and other terms and conditions of employment. This policy includes the commitment to maintaining a work environment that is free from unlawful harassment. Inquiries regarding compliance may be directed to the Executive Committee of the BASSC.

10. Harassment

The BASSC recognizes the need for and strives to provide work and educational environments for all employees and students that are free from

harassment. Conduct that interferes with an employee's work performance or a student's ability to study or that creates an intimidating, hostile or otherwise offensive environment is considered harassment. Harassment at any BASSC sponsored event based on a person's race, colour, age, religion, gender, sexual orientation, ancestry, national origin, disability, military status, unfavourable military discharge other than dishonourable, marital status, or other non-BASSC related factors will not be tolerated.

#### 11. Sexual Harassment

Sexual Harassment is unwelcome sexual advances, requests for sexual favours and other verbal or physical conduct of a sexual nature. Such conduct is sexual harassment when:

- a) Submission to such conduct is made either explicitly or implicitly a condition of an individual's employment.
- b) Submission to or rejection of such conduct by an individual is used as the basis of employment decisions, academic or professional advancement.
- c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work or study environment.

#### 12. Responsibility/Confidentiality

Employees or students who feel that they have been harassed or who become aware of such conduct should bring the matter to the attention of any member of the Executive Committee. Failure to do so indicates acceptance of the conduct or incidents as not unreasonable or hostile to the employee or student. After investigation of the complaint has been concluded according to the BASSC Grievance procedure as outlined in the Policies & Procedures, the complainant will be advised of the results of the investigation. The BASSC will take appropriate disciplinary action against any employee or student found to have harassed another employee or student or any other person at a BASSC event. The complaint will be treated in as confidential a manner as possible, and disclosed only to those who have a need to know, but consistent with a thorough investigation of the complaint. There will be no retaliation against any employee or student who makes a complaint with the reasonable belief that the harassment has occurred.

13. All BASSC members, including Master Teachers, Examiners, Certified Teachers, TTP/TCW Candidates, Interns, and Actor Combatants, shall treat all other BASSC members with the highest level of professional courtesy. Malicious speaking, professional slander, interfering with employment opportunities, or any other action which could be potentially considered bullying or intimidating of any other members, are to be considered grounds for Grievance procedures as detailed in the Policies & Procedures.

I confirm that I will abide the by the BASSC Code of Conduct as a condition of my membership of the British Academy of Stage and Screen Combat.

Name: \_\_\_\_\_

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

Member Status: \_\_\_\_\_

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