

Code of Conduct



1. Purpose and Scope

Purpose

Yoroshi Delft aims to provide a safe, respectful, and welcoming environment for all members. As a martial arts association, our activities require mutual trust, respect, and responsibility.

This Code of Conduct describes the behavior expected within the association. Its purpose is to:

- Promote a respectful and inclusive environment
- Clarify expected behavior during trainings and activities
- Help prevent unsafe or unwanted situations
- Provide guidance when concerns or incidents occur

All members share responsibility for maintaining a safe and respectful environment.

Scope

This Code of Conduct applies to all activities organized by Yoroshi Delft.

Who this applies to

This Code applies to:

- All members of Yoroshi Delft (including board members and committee members)
 - Trainers and assistant trainers
 - Prospective members during trial trainings
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Where and when this applies

This Code applies during:

- Martial arts trainings (judo, karate, and jiu-jitsu)
- Internal tournaments
- Social activities organized by Yoroshi
- Weekend trips, summer holidays, and other association events
- Communication in official association channels (such as WhatsApp groups)

It also applies when members represent Yoroshi Delft in public or act on behalf of the association.

2. Core Values

At Yoroshi Delft, our activities are based on trust, cooperation, and mutual respect. The following core values guide how we interact during training, tournaments, and social activities.

Respect

We treat each other with consideration and dignity, both on and off the mat.

- We respect each other's physical and personal boundaries.
 - We communicate respectfully and avoid offensive or humiliating behavior.
 - We respect differences in experience, background, and identity.
 - We treat fellow members, trainers, and facilities with care.
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Safety

We prioritize physical and social safety in all activities.

- We follow safety rules during training and respect stopping signals such as tapping.
 - We adjust intensity to the level and comfort of our partner.
 - Participation is never obligatory; members may decline activities if they feel uncomfortable or unsafe.
 - Trainers and experienced members support safe training practices.
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Responsibility

We take responsibility for our own behavior and contribute to a positive environment.

- We look after our training partners and support less experienced members.
 - Experienced members help beginners learn safely.
 - Trainers and assisting members act with care for the wellbeing of participants.
 - We address unsafe or inappropriate situations when they arise.
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Inclusivity

We aim to create an environment where everyone feels welcome and valued.

- We welcome members of all backgrounds, identities, and experience levels.
- We support new members and help them feel comfortable within the association.
- We avoid exclusion, discrimination, or behavior that makes others feel unwelcome.
- We encourage openness and mutual understanding.

3. Expected Behavior

The following guidelines describe expected behavior during training, activities, and interactions within the association.

Training and Safety

- We train in a safe and controlled manner and follow the instructions of trainers.
- We respect physical boundaries at all times.
- We stop immediately when a partner taps and tap immediately when experiencing pain or discomfort.
- We adjust intensity to the level and experience of our partner.
- Participation is voluntary; members may decline or stop at any time.

- We take care when training with less experienced members and avoid reckless behavior.
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Conduct Towards Others

- We communicate respectfully and treat others with consideration.
 - We do not engage in bullying, intimidation, or harassment.
 - We respect differences in background, experience, and identity.
 - We take others' boundaries and concerns seriously.
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Responsibility

- Members contribute to a safe and positive environment.
 - Experienced members support beginners where appropriate.
 - Trainers and assisting members are responsible for maintaining safe training and should be followed during training.
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Activities, Trips, and Communication

- We behave responsibly during social activities and trips and respect shared spaces and group agreements.
 - We ensure that others feel comfortable and included.
 - We communicate respectfully in association channels (e.g., WhatsApp).
 - We respect privacy and do not share personal information or images without consent.
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Facilities and Representation

- We treat facilities and equipment with care and follow the rules of the sports center.
- We leave training areas clean and tidy.
- We represent Yoroshi Delft respectfully in public and in the presence of spectators.

4. Unacceptable Behavior

Unsafe Physical Behavior

- Ignoring safety rules during training
 - Continuing a technique after a partner has tapped or indicated discomfort
 - Deliberately applying excessive force or acting recklessly
 - Endangering others through careless behavior
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Harassment and Intimidation

- Bullying, intimidation, or threatening behavior
 - Persistent unwanted attention or contact
 - Verbal or non-verbal harassment
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Discrimination and Exclusion

- Discrimination based on background, nationality, gender, identity, religion, or experience level
 - Excluding or marginalizing members in a harmful way
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Sexual Misconduct

- Unwanted physical contact or advances
 - Inappropriate comments or behavior of a sexual nature
 - Any violation of personal boundaries or consent
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Abuse of Position

- Misuse of a position of responsibility (e.g., trainer, board member)
 - Taking advantage of less experienced or vulnerable members
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Inappropriate Conduct in Communication

- Sharing offensive, discriminatory, or inappropriate content
- Sharing personal information or images without consent
- Behavior in communication channels that harms individuals or the association

Damage and Misuse

- Damaging property, equipment, or facilities
- Misuse of association or sports center resources

5. Reporting, Handling, and Measures

Reporting

Members are encouraged to speak up if they experience or witness behavior that violates this Code of Conduct.

Reports can be made to:

- One of the Vertrouwenscontactpersonen (VCPs)
- Trainers
- Board members

The VCPs act as a confidential first point of contact. They provide support, help clarify options, and, if desired, assist in initiating a report. VCPs do not make decisions on cases.

Reports will be handled with care and, where possible and/or needed, confidentiality.

Handling of Reports

Reports are reviewed by an independent committee consisting of former and current board members.

- Committee members must recuse themselves if they are involved in the case.
- The committee may gather information and hear those involved.
- Decisions are made with the aim of ensuring safety, fairness, and proportionality.

In urgent situations, the board may take temporary measures pending review by the committee.

Measures

If a violation of this Code of Conduct is established, measures may include:

- A warning
- Restriction from participation in certain activities
- Temporary suspension from association activities
- Termination of membership

Measures depend on the severity and context of the situation.

Trainings at the Sports Centre

Training takes place at the university sports centre and is subject to its rules and policies.

Yoroshi Delft cannot independently deny access to these trainings. In case of serious incidents during training, the association may report the situation to the sports centre and request appropriate action.

Scope of Measures

Measures taken by Yoroshi Delft apply to:

- Association activities, including social events and trips
- Participation in the association as a member

The association may take action for behavior occurring during any activity covered by this Code of Conduct.

6. Review and Updates

This Code of Conduct is reviewed periodically to ensure it remains relevant and effective.

Members may provide feedback or suggestions for improvement to the board.

Changes to this document are approved by the board after consulting with former board members.