

# **NATIONAL BLACK BELT KARATE ASSOCIATION, FOUNDATION (NBBKAF)**

## **SEXUAL HARASSMENT POLICY**

It is the policy of the National Black Belt Karate Association, Foundation that sexual harassment of instructors, students, or visitors to the class or other NBBKAF activities is unacceptable in any form and will not be tolerated. Sexual harassment may include, but is not necessarily limited to: unwelcome sexual advances; requests for or pressure to engage in sexual activity, whether subtle or direct; seeking sexual attention with implicit or explicit threats or rewards; unwelcome physical contact; sexual jokes or offensive sexual language; leering at or making comments about a person's body, appearance, or clothing; displaying pictures or objects that have women or men depicted as sexual objects; and other verbal, visual, or physical conduct of a sexual nature or directed at a person because of that person's gender. Any and all such actions may be perceived as creating a hostile environment and are expressly prohibited.

No instructor, student, employee or representative of the NBBKAF shall engage in sexual harassment or permit such conduct by visitors, guests, vendors, or referral sources, nor state or even imply that refusal to submit to such conduct will adversely affect any aspect of one's study and development through any NBBKAF program. Similarly, no instructor or student shall promise, imply, or grant any preferential treatment or reward to another instructor or student for engaging in sexual conduct.

Any instructor or student who witnesses or experiences conduct that he or she feels is sexual harassment by any instructor, regardless of rank, or other employee or representative of the NBBKAF shall bring the matter to the immediate attention of his or her instructor. Any student or instructor who is uncomfortable for any reason in bringing such a matter to the attention of this individual, or who is not satisfied that doing so will resolve or has resolved the matter, shall report the matter to the next level of instruction within the NBBKAF. Any questions about this policy or potential sexual harassment should also be brought to the attention of these same persons.

The NBBKAF will promptly investigate all reports of sexual harassment as confidentially as possible consistent with a thorough investigation, and take appropriate corrective action as deemed necessary, including counseling, training, transfer, suspension, demotion in rank, and/or termination from the NBBKAF.

Any form of retaliation against any individual for filing a good faith complaint under this policy or for assisting with the investigation of a complaint is expressly prohibited. Retaliation is a serious violation of this policy and should be reported immediately. Any person found to have engaged in retaliation will be disciplined promptly and appropriately.

Approved by the NBBKAF  
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Legal Review by Dinsmore & Shol, Attorneys at Law  
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