



## **Code of Ethics and Professional Conduct**

The Society of American Fight Directors demands the highest standards of ethical conduct for its volunteers, members, independent contractors, employees, students, workshop participants, and production cast and crew, and these ethical standards are a formal part of the Policies and Procedures of the Society. The Society shall maintain and regularly post this Code of Ethics.

1. The Society through its members, independent contractors, and employees offers a learning environment that nurtures student, workshop participant, and production cast and crew potential by providing excellent instruction without personal bias or prejudice, encouraging diverse points of view, and administering an honest assessment of each individual's strengths and challenges.
2. The Society's volunteers, members, independent contractors, and employees engage in practices aimed to ensure the physical, psychological, and emotional security of all individuals, and make every reasonable effort to protect each individual from conditions harmful to learning, health, or safety.
3. The Society's volunteers, members, independent contractors, and employees speak and act toward students, workshop participants, and production cast and crew with respect and dignity, to protect each individual from disparagement, harassment, or any behavior that compromises the learning experience or production.
4. The Society's volunteers, members, independent contractors, and employees uphold the rights of all students, workshop participants, and production cast and crew to be treated with equity and without discrimination based upon age, race, national or ethnic origin, sex, gender identity, sexual orientation, religion, political convictions, social class, financial status, disability, or any factors irrelevant to the learning experience.
5. The Society's members, independent contractors, and employees recognize the importance of employing respectful boundaries of communication with students, workshop participants, and production cast and crew. The Society's members, independent contractors, and employees may make appropriate physical contact for the purpose of effective pedagogy, instruction, or choreography, after receiving an individual's consent. The Society's members, independent contractors, and employees will not make sexual advances toward an individual, nor enter into a sexual or intimate emotional relationship that compromises the learning experience or production. If there is such a previous or existing relationship between a member, independent contractor, or employee and an individual, an inherent conflict of interest arises and should be addressed. The member, independent contractor, or employee must disclose this relationship to the employer or supervisor so that a resolution to this conflict of interest can be sought and provisions made.
6. The Society's volunteers, members, independent contractors, and employees respect all students', workshop participants', casts' and crews' legal and personal rights, personal freedom, and privacy. The Society's members, independent contractors, and employees will preserve individual's anonymity if discussing sensitive aspects of their work with others, and will not disclose confidential information without consent from the individual, unless required by law.

7. The Society's members, independent contractors, and employees acknowledge the authority of the teacher/choreographer/fight director, and they refrain from exploiting this privileged relationship with any student, workshop participant, and production cast and crew. No member, independent contractor, or employee can exploit this authority for private advantage, for gaining restricted information, or for influencing the individual on matters outside the domain of the class, workshop, or production.
8. The Society's volunteers, members, independent contractors, and employees strive to ensure all students, workshop participants, and production cast and crew receive the best possible learning experience by adopting the highest professional standards. These standards include, but are not limited to: maintaining one's skills and understanding of the craft, staying informed of advancements in the field, and instructing in a professional manner, including refraining from instructing while under the influence of alcohol, a controlled substance, or any substance that may impair the ability to teach effectively and safely.
9. Each Society Fight Master, Fight Director, Certified Teacher, Executive Committee officer, and Member Representative is presumed to be familiar with all provisions of this Code of Ethics, and is expected to abide by it. The provisions of this Code of Ethics expressly apply to the activities of the Governing Body in the supervision and maintenance of the operations of the Society. Every independent contractor or employee hired by the Society to provide educational services or administrative services shall be provided a copy of this Code of Ethics, and shall be required to acknowledge the receipt of the code and their willingness to abide by the provisions of it. This Code of Ethics shall also extend to the actions and activities of all volunteers, members, independent contractors, or employees serving the Society in any capacity, including but not limited to service on the governing body, CFM, Advisory Board, individuals providing administrative support for financial or membership record keeping, publications, etc.
10. The Society shall distribute the current Code of Ethics to all volunteers, teaching members, independent contractors, and/or employees at all Society-sanctioned workshops and events.
11. Any violation of the provisions of this Code of Ethics by a volunteer, member, independent contractor, or employee is grounds for a grievance and disciplinary action by the Governing Body or the Grievance Committee.