

Kwanmukan Foundation Code of Conduct

The mission of the Kwanmukan Foundation is to build upon the martial art known as Kwanmukan and expand its influence in the martial arts world through education. This effort will be largely comprised of two paths:

1. The study and evolution of the Kwanmukan as defined by George Anderson, Robert Saal, Patrick Hickey, and others who will share leadership in this effort.
2. To engage in sport karate and jujitsu as a means of providing both wholesome activities for those interested and as a method of expanding Kwanmukan's influence in the martial arts world.

Principles and Core Values

All members of the Kwanmukan Foundation are expected to conduct themselves in a manner that is consistent with the principles of martial arts and the values of the Kwanmukan.

Responsible conduct maintains the integrity of the Kwanmukan and upholds the core values that are critical to its philosophy. The values include, in part:

- Respect
- Loyalty
- Honor
- Integrity
- Responsibility
- Fairness
- Compassion

Expectations

This Code of Conduct clarifies the expectations for member responsibility and describes basic guidelines for member conduct (in this instance, the Code applies to all classes of Kwanmukan membership and participation). This Code of Conduct, in addition to applying to all Kwanmukan practitioners and members, holds senior ranking members (5th Dan and above) and instructors to the highest standards.

Conduct

All practitioners/members are expected to conduct themselves in an ethical and moral manner that reflects positively on the Kwanmukan, as follows:

- Treat everyone in a respectful manner,
- Be honest and trustworthy in all interpersonal and professional interactions,
- Accurately reflect credentials, seminar and competition attendance, lineage and legacy, and other information as requested,
- Take personal responsibility for individual behavior, and
- Assist fellow members in the practice and development of the Kwanmukan Foundation and the art known as Kwanmukan.

Instructors and Senior Ranking Members

Kwanmukan instructors and senior ranking members are expected to uphold the principles and core values of the Kwanmukan and hold a special responsibility consistent with their rank and position. They should be aware of, and sensitive to, the power differential inherent in a teacher-student relationship. Instructors and senior ranking members are expected to continuously improve their understanding and expertise through continued training and study and to support the learning and growth process of students by:

- Demonstrating respect for teachers, predecessors and students,
- Engaging in continuing education, including participation in annual seminars and other Kwanmukan special training events,
- Preparing carefully for all teaching duties,
- Representing competence, training and level of experience honestly and truthfully,
- Evaluating all students based on merit, with no bias,
- Refraining from interference in the activities and operations of other Kwanmukan dojos,
- Preventing exploitation of students for personal gain.

Discrimination and Harassment

The Kwanmukan advocates mutual respect and does not tolerate any form of discrimination, exploitation, or harassment of any individual for any reason, including, but not limited to, any characteristic protected by applicable laws.

All members of the Management Board (Board of Directors), Board Committees, Board Advisors, and Shihan Council are required to engage in Sexual Harassment and Safe Sport training. Other members, including dojo owners and instructors, are encouraged to undergo this training as well.