



Combined Martial Arts Association

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COMBINED MARTIAL ARTS ASSOCIATION (CMAA) EQUITY POLICY (EP)

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STATEMENT OF CONFIDENTIALITY

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Policy Statement

- 1.1 The Combined Martial Arts Association (CMAA) is committed to the encouragement of diversity and equity while eliminating discrimination for all of its members and is dedicated to providing a safe training environment for participating in martial arts activities that is representative of all sectors of society.
- 1.1 Training activities conducted by CMAA instructors, assistant instructors or other members of the CMAA that do not comply with this policy, is not acceptable. The CMAA encourages all such incidents as described in this policy, to be reported immediately to the Executive Leadership Team of the CMAA.
- 1.3 The CMAA Executive Leadership Team continues its support of the development of an inclusive organisation that supports equity and diversity through CMAA Policies, procedures, processes and systems and the laws of the countries where CMAA martial arts are practiced.
- 2.0 The Combined Martial Arts Association Equity Policy is to be read in conjunction with the following Combined Martial Arts Association documentation and policies:
 - CMAA Constitution and Bi Laws
 - CMAA Mission Statement
 - Code of Conduct
 - CMAA Equity Policy
 - CMAA Class Conduct and Management, Coaching Points and Physical Training Rules and Guidelines
 - CMAA Risk and Waiver/Indemnification Forms
 - CMAA Medical Information Declaration and Release Forms
 - CMAA Risk Management Policy
 - Occupational Health and Safety Procedures

Glen Gardiner
Chairman – Executive Leadership Team
Combined Martial Arts Association

26th December 2019

9th Dan, Cacoy Canete Doce Pares World Wide
8th Dan Pangamot Cacoy Canete Doce Pares World Wide
5th Dan World Eskrima Kali Arnis Federation
Senior Instructor Black Eagle Arnis Eskrima
4th Dan Zen Goshu Goshin Jutsu

4th Tan World Tae Kwon Do Federation
1st Dan Australian Tae Kwon Do Federation
1st Dan Keenan Karate
A Class Military Unarmed Combat Instructor
Australian Army - Retired

TABLE OF CONTENTS

1.0 General.....Page 3

2.0 The Policy’s Purpose.....Page 3

3.0 The Organisation Is Committed To.....Page 3

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1.0 General

- 1.1 The Combined Martial Arts Association (CMAA) is committed to encouraging equality and diversity among our CMAA Members, and eliminating unlawful discrimination.
- 1.2 The aim is for CMAA members to be truly representative of all sections of society and for each member to feel respected and able to give their best.
- 1.3 The CMAA is also committed against unlawful discrimination of CMAA members or the public

2.0 The policy's purpose

- 2.1 The purpose of the policy is to provide equality, fairness and respect for all CMAA members as per the following considerations:
 - 2.1.1 Not unlawfully discriminate because of the Equality Act 2010 (Australian Legislation) protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
 - 2.1.2 Oppose and avoid all forms of unlawful discrimination including but not restricted to benefits, terms and conditions, dealing with grievances and discipline, sanction and expulsion from the organization, selection for promotion, training or other developmental opportunities

3.0 The Organisation Is Committed To

- 3.1 Encourage equality and diversity in the CMAA.
- 3.2 Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all CMAA members are recognised and valued.
- 3.3 This commitment includes advising CMAA Executive, Office Bearers and Instructors and Coaches and all other members about their rights and responsibilities under the equality policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination
- 3.4 All CMAA members should understand they, as well as the CMAA can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their activities with the CMAA, against fellow CMAA members and the public.
- 3.5 The CMAA takes complaints seriously of bullying, harassment, victimisation and unlawful discrimination by fellow CMAA members, affiliates, family members, the public and any others in the course of the organisation's activities.
- 3.6 Such acts will be dealt with as misconduct under the organisation's policy, procedures, processes and systems and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to expulsion from the CMAA.
- 3.7 Further, sexual harassment may amount to an expulsion from the CMAA and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 (Australian Legislation) – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence