

International Japan Karate-Do Association

Ethical and Disciplinary Rules

Date of issue 1 April 2022

The International Japan Karate-Do Association (“IJKA”) is a non-profit organization, registered with the approval of the Government of Japan, with its Headquarters based in Yokohama, Japan.

(Objective)

Article 1

The aim of these IJKA ethical and disciplinary rules is to secure social trust and to prevent unauthorized actions by members that may reflect adversely on IJKA.

(Scope of Application)

Article 2

These rules apply to the individuals specified below:

- (1) Directors (hereinafter referred to as “Director(s)” and/or the “International Board”, as the context may dictate)
- (2) Advisors, consultants and counselors (hereinafter referred to as “Honorary Member(s)”)
- (3) Members of the various committees established by IJKA (hereinafter referred to as “Members”)
- (4) IJKA affiliated instructors (hereinafter referred to as “Instructors”)

(Misconduct)

Article 3

The individuals specified in the preceding article shall not commit any of the actions listed below (hereinafter referred to as “Misconduct”). If a Director(s), Honorary Member(s), Member(s) or Instructor(s) commits any of the acts below, the International Board may remove such individual(s) following a resolution by the International Board.

- (1) Actions that may damage the honor of IJKA or its Members, or defeat the objectives of IJKA.
- (2) Actions that may violate a Member’s obligations towards IJKA.
- (3) Non-payment of membership fee(s).
- (4) Violation of any of the rules or policies of IJKA.

(Disciplinary Action)

Article 4

An individual who commits an act of Misconduct specified in the preceding article (hereinafter referred to as the “Transgressor”) shall be subject to the following Disciplinary Action, depending on the nature and circumstances of the Misconduct in question. In addition, if the Transgressor occupies more than one position within IJKA, Disciplinary Action relating to both positions may be implemented simultaneously.

(1) Disciplinary Action in respect of Directors, Honorary Members and Members

- ① Verbal warning: Request the Transgressor to submit a written statement, and IJKA to issue a verbal warning.

- ② Written warning: Request the Transgressor to submit a written statement, and IJKA to issue a written warning.
- ③ Resignation: Request the Transgressor to submit his or her resignation. If this is not done, the Transgressor shall be dismissed.
- ④ Dismissal: Immediate dismissal. The Transgressor will be disqualified from taking any office in IJKA, including that of Member.

(2) Disciplinary Action in respect of Instructors

- ① Verbal warning: Request the Transgressor to submit a written statement, and IJKA to issue a verbal warning.
- ② Written warning: Request the Transgressor to submit a written statement, and IJKA to issue a written warning.
- ③ Suspension of registration: The Transgressor's registration with IJKA will be suspended for a maximum period of up to 5 years, depending on the nature and circumstances of the Misconduct.
- ④ Expulsion: The Transgressor will be permanently expelled from IJKA.

The Disciplinary Action will be imposed by a general meeting of the International Board, and will depend on the severity and nature of the specific Misconduct. If the International Board has previously taken Disciplinary Action against a Transgressor, this may increase the severity of subsequent Disciplinary Action.

Disciplinary Action in respect of Directors, Honorary Members, Members and Instructors

	Verbal warning	Written warning	Suspension of registration	Expulsion
Violence and / or physical or verbal abuse	○	○	○	○
Misrepresentation	○	○	○	○
Sexual harassment	○	○	○	○
Abuse of power	○	○	○	○
Financial misconduct / Receiving excessive profits	○	○	○	○
Acting contrary to the interests of IJKA / Conflicts of interest	—	—	○	○
Violation of rules	○	○	○	○
Words and / or actions that impair the dignity of IJKA / cause reputational damage	○	○	○	○
Unauthorized issuing of certificates	○	○	○	○
General misconduct / Breach of confidentiality	○	○	○	○

<Prohibited actions>

In addition to the prohibited actions stipulated by the laws and regulations of each Member country, as the case may be, the following actions must be strictly avoided:

1. Misrepresentation

No false claims, reports or notifications shall be made to IJKA, including to any Director(s), Honorary Member(s) or Member(s) of IJKA.

2. Reputational and fiduciary damage

No Director(s), Honorary Member(s) or Member(s) shall undermine IJKA's credibility, and/or the relationship of trust between IJKA and its Director(s), Honorary Member(s) or Member(s), as the case may be.

3. Abuse of power

No Director(s), Honorary Member(s) or Member(s) shall harass, cause mental or physical distress, or in any other manner create, or contribute to the creating of, a hostile working environment.

4. Sexual harassment

No physical contact (except when essential for guidance and/or support), obscene acts, sexual behavior, flirting, or related abuse of power for sexual or related favors shall be permitted within IJKA.

5. Receiving excessive profits

No Director(s), Honorary Member(s) or Member(s) shall receive financial benefits beyond the scope of social rituals from any Director(s), Honorary Member(s) or Member(s) or related parties, or any other benefits whatsoever that they would not be entitled to in the ordinary course of IJKA's business, or request any such benefits from athletes and/or any related parties.

6. Breach of confidentiality

Any Director(s), Honorary Member(s) or Member(s) that may obtain any confidential technical and operational information of IJKA (including personal information of related parties such as Members and their guardians in the case of minors) during the scope and exercise of their duties, shall not use, or cause to be used, such confidential information for any purpose other than that which may be required for the proper execution of their duties with IJKA. Other than the foregoing, such confidential information may not be disclosed to anyone other than the individual the information relates to.

7. Unauthorized issuing of certificates

No certificate(s) may be issued using the IJKA logo or IJKA name, or the name of Sadashige Kato or Takato Utsumi, without IJKA's express permission.

8. Conflicts of interest

No Director(s), Honorary Member(s) or Member(s) shall engage in any activities that undermine the interests of IJKA, based on the information they may have become aware of in the course of their duties. In addition, no Director(s), Honorary Member(s) or Member(s) shall engage in any act(s) or hold such position(s) that may be contrary to the interests of IJKA, without IJKA's express consent.