

Vancouver West Aikikai Conflict Policy

Prepared by VWA Board of Directors

Last updated 2024-01-08



Purpose

VWA seeks to provide a safe environment for students to practise Aikido. All members share the responsibility of upholding the principles of respect and harmony within the dojo.

This policy aims to support the [Instructional Policy and Code of Conduct: A Guide for Students and Instructors](#). Members of the dojo should be able to focus on their training and personal development, knowing that conflicts can be disclosed safely and will be handled in a fair and constructive manner.

All members of the dojo are expected to familiarize themselves with the code of conduct and conduct themselves accordingly. Paper copies of the code are available at the dojo and are shared with students upon joining the dojo. A [digital copy](#) is available on the VWA website.

Conflict Resolution

Talking to the person involved about your concerns is an empowering step in the process of conflict resolution. If the situation is appropriate, we encourage you to give feedback to the person involved. Communicating your feelings and providing a suggestion can be constructive, such as, "I feel helpless and frustrated when you grab me very hard. It would be better for me if you grabbed less vigorously so I can learn the technique better."

If you would like additional guidance, please speak to a senior dojo member.

If you encounter an issue that you want to report, please follow the procedure below.

Complaint Procedure

Talk to the Deputy Dojo-cho, Elizabeth McKinlay in person, at 604-224-1820 or at lizmckinlay69@gmail.com; or reach out to another member of the VWA Board of Directors. Your conversation will remain confidential unless you give permission. Please include:

- a. What transpired where and when;
- b. Who was involved and any witnesses;
- c. Whether the problem is ongoing or has escalated;
- d. What you see as a resolution.

The Deputy Dojo-cho will contact the individual(s) involved, and get back to you.

We will make efforts to maintain neutrality and fairness in the process of reviewing and resolving each case, while facilitating constructive communication. If deemed necessary, we will also interview the other involved individual(s) to hear their perspective(s).