



THE
AUSTRALIAN STAGE COMBAT ASSOCIATION

CODE
OF
CONDUCT



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1. INTRODUCTION

The Australian Stage Combat Association Inc. (ASCA) is dedicated to achieving the absolute highest level and quality of training and treatment for Stage Combatants anywhere in the world. Our motto of: 'Knowledge. Education. Support.' extends to every aspect of the operation of this association, including our members' conduct, professional practice and business ethics.

Above all else, Stage Combat is about creating safe and believable illusions of violence for stage and screen performance that can be repeated without injury. Stage Combat is inherently dangerous as the illusions are based on real martial and combative techniques, therefore the only true safety element at any point in time is your professionalism and commitment to the standards, values and techniques set forth by associations like ASCA. Adherence to the guidelines set out in this document and ASCA's Rules & Regulations document, is the first step to creating a safe work environment for all.

This Code of Conduct is to be a "living document" in that it is to be constantly revised and amended to best reflect the needs of Members, and the Stage Combat Community. This document will be kept as current, and be as consistent as possible, with the established local or national policies and guidelines to ensure that all legal rights and responsibilities are adhered to. Whilst this document will be updated as often as possible, it is however the responsibility of each Member to ensure that they are acting under the most current regulatory guidelines regardless of what is contained within this document.

1.1 WHAT IS THE CODE OF CONDUCT?

The association's Code of Conduct and Rules & Regulation's documents have been written to ensure a safe, fair and equal workplace and learning environment for all Members of ASCA. The Code of Conduct sets national standards for the way we operate at ASCA and provides a clear and concise source of guidance for behaviour during the participation in any Stage Combat activity, or at any time whilst representing ASCA. The Code is supported by a number of detailed documents that form part of the ASCA Policy & Procedures Framework. The conditions of the framework are presented in more detail in this document and can also be found on the ASCA Website.

1.2 WHO DOES THE CODE OF CONDUCT APPLY TO?

This Code of Conduct has been written to protect the rights of all Members of the association, as well as the reputation of the association and Stage Combatants in general, whilst training or performing Stage Combat anywhere within Australia, or at any time you may be seen as representing the association internationally. Therefore all current financial members will be stringently held to the conditions outlined in both this Code of Conduct and the association's Rules & Regulations documents at all times.

1.3 WHEN DOES THE CODE APPLY?

The Code applies whenever you are identified as a representative or member of ASCA. This may include: while taking part in any Stage Combat activity, working as an Instructor or Fight Director or when you are out in the community on behalf of ASCA (for example when you are acting as an ASCA volunteer, or whilst attending international workshops or events.).

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1.4 HOW CAN I BE SURE MY CONDUCT COMPLIES WITH THE CODE?

While the Code provides general guidance and minimum expectations regarding your conduct, no code or policy can ever cover every conceivable circumstance you may face. In everything you do, you are expected to listen to and act upon your conscience and what would be perceived as an acceptable social convention, to help build and maintain ASCA's, and your own, reputation.

If you are in doubt about whether your conduct is consistent with this Code, it may help you to ask yourself the following questions:

- *Would this behaviour be considered socially acceptable?*
- *What would ASCA Management Committee (ASCA MC) expect or want me to do in this situation?*
- *Would my colleagues consider my behaviour appropriate?*
- *What impact might this have on ASCA's standing in the global Stage Combat, and entertainment, communities?*

1.5 WHO CAN SUPPORT ME IN COMPLYING WITH THE CODE?

If you need more information or are unsure of ASCA's expectations or your obligations, we encourage you to contact the ASCA MC (info@australianstagecombat.org) for clarification and guidance.

1.6 ADHERING TO ASCA'S POLICY AND PROCEDURES FRAMEWORK

The ASCA Policies & Procedures Framework has been compiled to ensure a safe, fair and equal workplace and learning environment for all members of ASCA. Therefore all Members will be stringently expected to uphold the terms and conditions outlined in the guiding documents of this association as they are written at all times.

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2. ASCA's CORE VALUES

The Australian Stage Combat Association Inc. prides itself on offering the highest quality services available from any Stage Combat organization around the world. To that end we hold ourselves, and our members, to the most stringent core values to ensure that everyone that trains under the ASCA banner has access to the best treatment, training and service possible.

Because of ASCA's unique and special role in the Australian Entertainment Industry, as well as the wider public community, we aim to not only meet, but also exceed the recommended standards required by Australian federal, state and local law regarding all aspects of social and professional behavior.

Our core values for operating the Australian Stage Combat Association Inc. are:

Safety: Our primary goal is safe techniques of theatrical violence. Safety is everyone's responsibility, therefore every effort must be taken by all to ensure the utmost care and safety of members, clients, staff and the general public at all times during training and performance.

Professionalism: All members, regardless of certification level, are expected to conduct themselves in the most professional manner possible at all times in accordance with this Code of Conduct and the association's Rules and Regulations.

Teamwork: Stage Combat relies on a large amount of communication and partnership. We encourage the growth of team working skills as well as personal and professional development in all.

Courtesy: Everyone that trains in Stage Combat is expected to show all others every courtesy and politeness at all times.

Equality: We strive for, and insist upon, fair and equal treatment for all regardless of race, gender, religion or any manner of personal belief, and expect the same treatment from all, to all.

Respect: We insist on respectful behavior to all regardless of certification level or experience.

Honesty: Honesty is an important quality for Members at every level: honesty to yourself in relation to your skill level, honesty to your peers in relation to work ethics, honesty to the entertainment industry in relation to safe work practices and your abilities to maintain them.

Honour: We strive to keep alive not only the techniques of ancient combat systems but also the honour for which they stood to protect. We encourage individuals to expand and grow their personal development with this in mind.

Loyalty: Each person that represents this association does so with the knowledge that they are to be loyal and unwavering in their pursuits to uphold ASCA's Policies and Procedures Framework and all documents contained therein.

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3. MEMBERS OBLIGATIONS

For the purpose of this document the term 'Member' refers to all financial members of ASCA with no dues owing.

3.1 FAIRNESS & EQUITY

ASCA insists on Fair and Equal opportunities in training and performance for all. You must not discriminate, victimise, intimidate or harass any other Combatants, Instructors, Fight Directors, whether they are ASCA members or not, for any reason at any time whilst you are a financial member of this association. Such harassment or discrimination may constitute an offence under the *Anti Discrimination Act 1977* (NSW) and Commonwealth discrimination laws.

These infractions may include but are not limited to:

- *Sex/gender/sexual orientation*
- *Age*
- *Race (including ethnic, religious or national origin)*
- *Disability (physical, mental or intellectual)*
- *Religious beliefs or political convictions*
- *Medical conditions*

If found responsible of such an infraction, the individual responsible may be removed from the training area immediately with no financial reimbursement, and appropriate disciplinary action may be taken. If an individual finds himself or herself the victim of such behaviour it is their responsibility to inform their Instructor immediately. All incidents will be handled as discreetly as possible, however if an official complaint is not made to the ASCA MC the association is unable to act on your behalf.

3.2 CONDUCT AT HOME AND ABROAD

As an ASCA member, you represent the Association within the worldwide community of Stage Combatants. Your conduct sets an example to others and will affect how the general public and worldwide entertainment industries perceive Stage Combatants, Stage Combat and Stage Combat Associations, in particular ASCA. As an ASCA member you are expected to behave appropriately and professionally at all times whilst at home or abroad, being mindful of all social, cultural and religious differences, so as not to jeopardise the reputation of ASCA or the international Stage Combat community at large.

3.3 STAYING FINANCIAL/PAYING YOUR DUES

As a not-for-profit association ASCA relies on its member's annual dues to remain strong and stay in a position to be able to assist its members. As our Code of Conduct and Rules & Regulations only applies to financial members it is vital that you stay up to date with your membership fees so that you are eligible for ASCA benefits and support.

3.4 RESPECT FOR OTHERS

Everybody is an individual, and everyone participates in Stage Combat for different reasons. No one person's reasons or purpose for studying Stage Combat is any less valid than anyone else's. All Members must ensure that their dealings with others exemplify and actively foster an environment of mutual trust and respect. Members must not behave in a manner that is prejudiced, discriminatory or harassing.

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3.5 PUBLIC COMMENT

All enquiries from the media, including newspapers, radio, television, electronic or print media, about ASCA, must be forwarded to the Management Committee.

Unless you have been authorised by ASCA to do so, you must not make any comment on behalf of the association, claim to represent, or give any impression whatsoever (such as wearing an ASCA uniform or signing correspondence off with your ASCA title) that you are representing ASCA on any issue.

3.6 ANTI-VIOLENCE POLICY

Stage Combat is “simulated” violence. Therefore no form of deliberate or intentional violence will be tolerated by any person at any time. No unapproved object, weapon or firearm will be permitted for use during a Stage Combat activity at any time.

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4. COMBATANTS OBLIGATIONS

For the purpose of this document the term 'Combatant' refers to all financial members of ASCA, with no dues owing, that have successfully completed certification at either Basic, Intermediate or Advanced level. As well as adhering to and exceeding all obligations laid out in the **Members Obligations** section of this document, Combatants must also adhere to the following conditions:

4.1 SAFETY

The study and practice of Stage Combat contains many inherent dangers. The goal of ASCA is to continue to grow and expand the possibilities of theatrical violence whilst improving the overall safety for performers.

Stage Combat is only safe when the techniques are performed correctly. Therefore to ensure that everyone involved, including you, your partner and anyone else in the general vicinity is kept safe, Combatants must remain focused and in control at all times. This can most easily be accomplished by:

- *Following all reasonable directions from your Instructor or Fight Director*
- *Never knowingly or deliberately putting yourself or someone else in a dangerous situation.*
- *Never use, or bring, unauthorised weapons into a class or training area.*
- *Make sure you keep aware of both yours and your partner's physical and emotional health, including any sign of fatigue that may make training unsafe.*

4.2 AUTHORITY OF YOUR INSTRUCTOR

Combatants must respect their Instructors and their knowledge of this art form. Combatants must never try to outdo or compete with an Instructor or a partner to show them what they know from another style. If the Instructor or Fight Director deems that a person's conduct is either interfering with the cohesive running of a Stage Combat activity or class, or that an individual's behaviour is likely to be harmful to their own safety, or to the welfare of others, it is at the discretion of that Instructor as to whether that individual is to be removed from the activity immediately.

4.3 PRESENTATION

Appropriate dress codes will be set out by your Instructor or Fight Director prior to training. This may vary depending on the role or environment the Stage Combat activity is taking place in.

Although when performing in a production your costume may be quite complex, bulky and restricting, while you are training or undergoing general practice in Stage Combat you should always adhere to certain clothing guidelines.

Dress code: Always wear comfortable, loose-fitting clothing such as gym-wear, tracksuit pants, T-shirts, etc. It is suggested that for training you do not wear jeans or button-up shirts or belts with buckles. Footwear is always recommended and in the case of any kind of weapon work it is compulsory. You should always wear some kind of sneaker or jogger as this will provide a firm grip on most floor surfaces, and adequate protection were someone to step, or drop, something on your foot. Heavy boots and hard-soled shoes should not be worn. Jewelry should not be worn while training.

Personal Hygiene: All combatants are required to maintain an acceptable level of personal hygiene at all times.

Explicit Clothing: No clothing with offensive language or graphics is acceptable at any time. Overly revealing clothing, or clothing that may offend someone's religious or ethical views may also be considered inappropriate.

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4.4 YOUR GROWTH & DEVELOPMENT

As a Member of ASCA and a practicing Stage Combatant every effort will be presented to you for your growth and development. Stage Combat is an art form that takes years to perfect, therefore it is vital that you invest in your own growth and development by regular training, preferably with a certified professional, or with other approved activities that will assist in your growth as a Stage Combatant. These may include martial arts classes, acting classes, historical studies, etc.

4.5 RELATIONSHIPS

Due to the nature of Stage Combat training and the closeness, trust and respect required, strong relationships are inevitable. Whilst ASCA does not ban romantic relationships between members, if a relationship is to develop, either between two students, two Instructors, or an Instructor and a student, both parties must endeavour to retain a professional attitude and working relationship.

If this relationship cannot be managed in a professional manner, then the two parties involved should strive to remain separated as much as possible during training, teaching or performing. The association may take action to set out specific guidelines if necessary.

You may not be formally assessed by any individual that;

- *You are in a relationship with.*
- *You have recently ended a relationship with (within a 12 months period).*
- *Or, you are a family member of.*

In the event that no other Assessor is available, the ASCA MC will decide if an exception can be made.

4.6 PROFESSIONALISM

Medical disclosure: For your safety, and the safety of all participating Combatants, it is vital that you disclose any and all medical conditions that affect you whether or not you feel it may or may not impair your ability to perform Stage Combat. All ASCA Instructors are First Aid certified and can assist you better if they are previously aware of a condition. This must include any and all physical ailments and all medications. All details will be kept strictly confidential.

Punctuality: Combatants must ensure that they are at all classes or performances with enough time for their personal preparation so that all classes can begin on time.

Working above your ranking: As a Member of ASCA you must not at any time voluntarily undertake any work that is above your current certification ranking.

Offensive behavior: There is no place in Stage Combat for offensive behavior of any kind. This includes unwelcome comments, jokes or actions of a sexual, religious or moral standpoint. These may include any and all physical, written, visual and audible forms. If found responsible of such an infraction, the individual responsible may be removed from the training area immediately without financial reimbursement, and appropriate disciplinary action may be taken. If an individual finds himself or herself the victim of such behavior it is their responsibility to inform their Instructor immediately. All incidents will be handled as discreetly as possible, however if an official complaint is not made to the ASCA MC the association is unable to act.

Explicit/obscene material: No material that undermines another Trainee or Combatant's gender, race or beliefs, is allowable at any time. If such items are found to be so, it will be removed immediately and appropriate disciplinary action may be taken against the individual responsible for the infraction. This includes written, visual and audible variations.

Conduct outside of class: Combatants must never try to teach any of the techniques you have learnt to your friends or family members. Practice is very important however, and you are encouraged to seek out and train with other trained combatants as often as possible.

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4.7 DRUG, ALCOHOL & SMOKE FREE

ASCA requires that all Combatants be free from the influence of drugs and alcohol while partaking in any Stage Combat activity. All prescribed drugs and medications must be disclosed to your Instructor. It will be at the discretion of your Instructor as to whether or not you may train or practice. All information given to your Instructor regarding your medical condition will be kept strictly confidential. Smoking is restricted to designated areas away from the activity environment in accordance with *The Public Health (Tobacco) Act 2008*.

4.8 WEAPONS

Combatants must not use their own weapons without express permission from the Instructor or Fight Director. The weapons used in Stage Combat training are often made from practical materials such as steel, and although no weapon used in Stage Combat should ever have a sharp edge, they should all be considered as, and respected as, “actual weapons”.

Anyone found disrespecting weapons or using them in any way considered dangerous, foolish, unsafe or in a manner contrary to the instructions of the Instructor may be asked to cease training immediately. You must always obtain permission from your Instructor to take up a weapon to begin practice and ensure that everyone in the vicinity is aware that you are about to begin.

4.9 OBLIGATIONS OF A MENTEE

If a Combatant decides he or she would like a career as a Stage Combat Instructor or Fight Director they must undertake an official ‘Mentoring Program’ under a certified Fight Director. The potential candidate first needs to find a Fight Director that they (a) wish to study under, and (b) will accept them as their Mentee. Whilst the terms and conditions of a mentorship are laid out in the ASCA Rules & Regulations document, it must be noted here, that as a Mentee you must obey any and all reasonable instructions by your Mentor. You must also inform your Mentor, and gain their approval, before undertaking any form of work as a professional Stage Combatant including teaching, choreography and specialist performances.

4.10 BRIBERY

Combatants must not attempt to bribe their Instructors, Assessors or any members of the ASCA MC. ASCA takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates.

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5. INSTRUCTOR'S OBLIGATIONS

For the purpose of this document the term 'Instructor' can include any individual that had been placed in a position of responsibility over a group of Trainees by either their direct Mentor, another Instructor or Fight Director, or the ASCA MC. This includes Assistant Instructors, Fight Captains, Certified Instructors, Assistant Fight Directors and Fight Directors.

It is important to note that this document will be kept as current and consistent as possible with established local or national policies and guidelines to ensure that all legal rights and responsibilities are adhered to. This document will be updated as often as possible, however it is the individual Instructor's responsibility to ensure that they are acting under the most current guidelines regardless of what is contained within this document.

If any Instructor encounters a conflict between government set legislature and this *Code of Conduct*, the Instructor must notify the ASCA MC immediately.

As well as adhering to and exceeding all obligations laid out in the **Combatants Obligation** section of this document, Instructors must also adhere to, and enforce, the following conditions.

5.1 SAFETY

It is the responsibility of Instructors to provide all students with a safe learning environment including:

- *An appropriate Hall/Training space*
- *Working Environment*
- *Equipment*
- *Education/training without prejudice*
- *Safe and appropriate weapons*

While it is the Instructors job to promote the betterment of all their students, they must under no circumstances allow a competitive nature to enter into the learning environment. Stage Combat is a performance based art form, not a competitive sport or martial art, and this must be remembered by everyone at all times. It is however the Instructor's responsibility to maintain this attitude towards training to ensure everyone's safety.

If you, as the Instructor, deem that a person's conduct is interfering with the cohesive running of a Stage Combat activity or class, or that an individual's behaviour is likely to be harmful to their own safety, or to the welfare of others, it is at your discretion as to whether that individual is to be removed from the activity immediately.

5.2 STANDARDS

ASCA strives to set the highest standards possible in the knowledge, education and support of Stage Combat and the Combatants that study this art form. Therefore our Instructors are required to provide the highest quality of training and education possible. Instructors must be able to proficiently demonstrate all techniques and maintain the highest level of accurate knowledge of historical references, martial principles and theatrical conventions.

All Instructors must be aware of their personal limitations and seek help from appropriate sources where necessary to ensure these standards are met.

5.3 STAGE COMBAT WEAPONS

Instructors must ensure that they provide the highest quality of equipment for training purposes at all times, especially weapons. All weapons used in classes must be of a type and quality approved by the ASCA MC.

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5.4 DEVELOPMENT

Students: The Instructor must provide an environment that promotes continual development for all their students. Training must be progressive, safe, and sensibly achievable. Safe training does not mean over-cautious, unadventurous and therefore boring. An Instructor must not push Combatants faster than they can learn and must allow them time to reflect and evaluate on their mistakes.

Instructors must provide training, which is seen to be current and relevant. Training objectives must be clearly defined, regularly reviewed, and evaluated. An Instructor must be able to identify and recognise their individual strengths and weaknesses and adjust their training methods accordingly.

Care should be taken to ensure that subsequent or advanced training also challenges the Combatants mentally, physically and intellectually.

Personal: Instructors are responsible for, and required to continue developing their own personal and professional practices through appropriate and recognised training. This includes skill-based stage combat training, continued development of teaching techniques and any further studies that may enhance their abilities as a Stage Combat Instructor.

It is the Instructor's responsibility to stay up to date with all changes to ASCA curriculum.

5.5 PROFESSIONALISM

All Instructors must be accountable for what they do and accept responsibility for their actions. They must not impose or influence, their own personal values and beliefs on another in relation to religious, ethical and moral standpoints.

5.6 PRESENTATION

Instructors must present themselves in a clean and professional manner at all times. It is unacceptable for an Instructor to breach any of the obligations set out in the **Dress Code** section of the **Combatant's Obligations** section of this document.

Instructors are required to present all information, including handouts and video and audio references, in a professional manner.

5.7 WORKING RELATIONSHIPS

ASCA Instructors need to respect the rights and dignity of all students, Instructors and other Stage Combat professionals. They also need to acknowledge the trust placed in the teacher by the student.

Interaction between Instructors and Students

When Dealing with students, ASCA Instructors must:

- *Communicate with students in a courteous, respectful, compassionate and honest manner*
- *Listen to students needs and concerns*
- *Seek permission before, and be respectful when, physically adjusting a student*
- *Make comments about a student's practice that are constructive and positive and not denigrating*
- *Maintain appropriate professional boundaries.*
- *Recognise the power-imbalance between teacher and student and not harass or exploit students physically, psychologically, emotionally, sexually or financially*
- *Declare and take appropriate steps to address any conflict of interest that may arise when dealings with students*
- *Monitor all comments and how they may be perceived. Whilst humour can be useful during teaching, over familiarity with students or clients can breach personal and professional boundaries*

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Personal Relationship between Instructors and Students

Whilst ASCA does not ban romantic relationships, if a relationship is to develop, either between two students, two Instructors, or an Instructor and a student, both parties must endeavour to retain a professional attitude and working relationship.

If this relationship cannot be managed in a professional manner then the two parties involved should strive to remain separated as much as possible during training, teaching or performing. The Association may take action to spell out specific guidelines if necessary.

Working Relationships between Peers

ASCA Instructors will:

- *Speak respectfully of other ASCA Instructors and Instructors of other Stage Combat Societies and Associations*
- *Treat other Stage Combat Instructors and colleagues in a respectful manner*
- *When appropriate, refer to and work cooperatively with other Stage Combat Instructors and relevant practitioners, to meet the needs of the students*
- *Consult and take advice from colleagues and mentors, when appropriate*
- *No Stage Combat professional/ASCA member should actively seek to take work from another, or knowingly approach a location where another Instructor/Fight Director currently/regularly works*
- *In the spirit of fair working practices ASCA reserves the right to set standard minimum fees to be charged by all Instructors and Fight Directors. This fee will be reviewed and set for each year at the AGM*
- *All ASCA Instructors and Fight Directors are obligated to report any and all instances of professional misconduct in regards to Stage Combat to the ASCA MC immediately*

Working Relationships between Instructors and Employers

Your relationship and business dealings with industry professionals reflects not only upon you, but also other Stage Combat professionals and the art form of Stage Combat in general. Therefore it is vital that all dealings and interactions of a business nature within the industry must be dealt with in the most professional manner possible. This should include, but is not limited to:

- *Being punctual for all bookings and appointments*
- *Presenting yourself in a professional manner at all times including adherence to all references within this Code of Conduct*
- *Provide the best services possible*
- *Give as much notice as possible if an appointment/booking must be cancelled*
- *Where possible arrange a replacement Instructor to fill in for you*
- *Where possible cover for a colleague when asked*

5.8 CONFIDENTIALITY

Instructors must not disclose any Members or Combatant's personal information to any party without the express permission of that individual. This includes asking permission before adding names to any and all mailing lists. Instructors must be clear about the content of mail-outs and respect an individual's right to decline subscription. Instructors must seek consent from all individuals before photographing or audio or video/digitally recording students at any time.

In the event of a medical emergency, the Instructor is authorised to pass on any disclosed medical information to a qualified medical practitioner called upon to administer aid.

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5.9 DISCIPLINING OF STUDENTS

If a Instructor finds a student to be in breach of any of the obligations set out in the Combatant's Obligations section of this document deems that a person's conduct is interfering with the cohesive running of a Stage Combat activity or class, or that an individual's behaviour is likely to be harmful to their own safety, or to the welfare of others; it is at the discretion of that Instructor as to whether that individual is to be disciplined.

An Instructor must be entirely clear as to their disciplinary powers as published in their working environment or by the conditions listed within the ASCA Rules & Regulations document.

Unofficial disciplinary procedures can be interpreted as bullying or abuse of authority and for these reasons, all disciplinary action must be recorded, stored and open for inspection.

All disciplinary action must be fair, and clearly outlined, in relation to acceptable behaviours.

5.10 FAIRNESS AND EQUALITY

It is the Instructor's responsibility to provide a training environment that is free from harassment, discrimination, victimisation and bullying. All Combatants must be given fair and equal treatment regardless of their gender, religion, ethnic origin, or ability. To do otherwise would go against team building and trust guidelines. Such harassment or discrimination may constitute an offence under the *Anti Discrimination Act 1977 (NSW)* and Commonwealth discrimination laws.

5.11 ALCOHOL, DRUG AND SMOKE FREE ENVIRONMENT

It is the Instructors responsibility to provide an alcohol, drug and smoke free environment. This includes both the Instructor and Student. At no time must an affected student be allowed to participate in any Stage Combat activities.

Failure to comply will result in disciplinary action from the ASCA MC.

5.12 GIFTS AND BENEFITS

The acceptance of gifts and benefits has the potential to compromise the standing of the Instructor.

Instructors may only accept gifts and benefits where there can be no actual or perceived influence over the individual's role within ASCA.

The ASCA MC will investigate any claims of gifts or benefits given or received in the form of a bribe. If a bribe is found to have been received disciplinary action may take place.

5.13 WORKING WITH CHILDREN

Instructors have a responsibility to act appropriately when dealing with a child. Under the relevant legislation a child is defined as a person under the age of 18 years. In the event an Instructor must work with children, it is the responsibility of the Instructor to complete all necessary *Working with Children* checks as per government regulations. Instructors must understand that these laws vary from state to state. Failure to do so may constitute an offence under the *Child Protection (Working with Children) Act 2012 (NSW)* and Commonwealth child protection laws.

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5.14 OBLIGATIONS AS A STAGE COMBAT ASSESSOR

All ASCA Certified Instructors assume the responsibilities of official ASCA examination Assessors. As such you are required to accept and abide by additional responsibilities including:

- *Providing fair and just assessment to all*
- *Remaining unbiased*
- *Not accepting gifts from potential students you will be assessing*
- *Staying relevant with ASCA's assessment requirements and curriculum changes*

Assessors must not actively assess any individual that;

- *They are in a relationship with*
- *Have recently ended a relationship with (within a 12 months period)*
- *Or, are a family member of*

At any time where a conflict of interest may appear the Assessor must notify the MC immediately. A conflict of interest exists when it is likely that you could be influenced, or may appear to be influenced, by a personal interest in carrying out your duties as an Assessor.

In the event that no other Assessor is available, the ASCA MC will decide if an exception can be made.

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6. FIGHT DIRECTOR'S OBLIGATIONS

For the purpose of this document the term 'Fight Director' refers to all financial members of ASCA, with no dues owing that have successfully completed certification at Fight Director level.

As well as adhering to, and attempting to exceed, all obligations laid out in the **Instructors Responsibilities** section of this document, Fight Directors must also adhere to the following obligations/conditions.

6.1 PROFESSIONAL CONNECTIONS

As a certified ASCA Fight Director you will be in direct contact with professional actors, directors and producers. As such you are a direct conduit between the association and the entertainment industry, it is vital that you present yourself, ASCA and Stage Combat in the best manner possible. You have the obligation to not only continue to uphold the ideals and standards of ASCA, but to do your utmost to extend and build upon the professional connections currently shared by ASCA and the Australian, and international, entertainment industry.

6.2 PROFESSIONAL DEVELOPMENT

All Fight Directors must develop and implement their own Continued Personal Development Plan (CPDP). A CPDP is defined by ASCA as a structured approach to learning to help ensure competence to practice, taking in knowledge, skills and practical experience. CPDP's can involve any relevant learning activity, whether formal and structured, or informal and self-directed. All activities must be approved by the ASCA MC and documented. All recorded documents must be made available to the ASCA MC upon request.

6.3 LEADERSHIP

As a certified Fight Director both students and the industry will look upon you as leaders in the field of Stage Combat. It is your role as a Fight Director to be an ambassador, not only for ASCA, but for the art form. Therefore you must strive to never bring the art of Stage Combat into disrepute.

As a leader it is your role to promote the growth and advancement of Stage Combat. While it is not mandatory, it is recommended that you pass on your knowledge and experiences to future generations of Stage Combatants, in particular those that wish to begin their journey to Instructor and Fight Director.

As a Fight Director you are a source of guidance, leadership and inspiration to all combatants. You will therefore be held to the highest level of compliance with this *Code of Conduct* and the associations *Rules & Regulations* document and may incur the harshest penalties for breaches.

6.4 MENTORING

In accordance with ASCA's Rules & Regulations document, you are encouraged to become an official Mentor to someone. As a Mentor you will become personally responsible for the growth of your Mentee from Advanced Combatant to Fight Director. Not only will you be responsible for the development of their physical skills, historical knowledge and educational methods, but you will be responsible in ensuring that your Mentee abides by not only this Code of Conduct but also the association's Rules & Regulations at all times.

As a Mentor you are obligated to offer as many training and development opportunities to your Mentee as possible, including teaching and choreography assistantships and performance opportunities.

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6.5 COMPLIANCE WITH ASCA'S POLICIES & PROCEDURES FRAMEWORK

As a Fight Director you are required to be highly familiar with both this Code of Conduct and the associations Rules & Regulations document, and therefore any breach of any of the conditions outlined in either document by a Fight Director will be dealt with in the most stringent manner.

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7. BREACHES OF THIS CODE

This Code of Conduct sets out minimum standards of behaviour required of all ASCA Members. Members are accountable for their own actions and must comply with the Code of Conduct and supporting policies, procedures and instructions. Failure to comply with the principles, values or guidance of this Code of Conduct will be considered a serious breach of ASCA policy and will be investigated. Breaches of the Code may result in disciplinary action, ranging from a verbal warning through to stripping of ranks and expulsion from the association for serious breaches.

If you believe there has been a breach of the Code of Conduct you must report it to the ASCA MC. The ASCA MC will investigate any alleged breach of the Code and all actions conducted will be fair and objective.

If a Member intentionally acts in bad faith or acts maliciously, criminally or otherwise, in addition to other disciplinary action, ASCA may seek to recover from the individual the cost of any damages.

In some cases, where a breach is beyond the scope of ASCA's jurisdiction, then an individual may be reported to the relevant authorities.

8. ACCEPTANCE OF THE ASCA POLICIES & PROCEDURES FRAMEWORK

The ASCA Policies & Procedures Framework is compiled of several documents, which includes documents such as: *The Code of Conduct, Rules & Regulations, Strategic Business Plan* and *Aims & Objectives*. The Framework is the source material to define all behavior and conduct for training and performance of any Stage Combat activity.

As a practicing Stage Combatant you are asked to acknowledge that you have been granted access to these documents, and have been given the opportunity to read them carefully and fully understand your obligations to yourself, your fellow Combatants, your Instructors, the International Stage Combat community and the Australian Entertainment Industry at large.

Upon agreeing to accept and uphold the stipulations written within these documents you will be bound to them, and therefore accountable to the consequences of any inappropriate behavior, or breaches of, the conditions as outlined in this association's Policies and Procedures Framework.

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9. APPLICABLE LAWS

Government regulations that this document supports and complies with include, but are not limited to:

[Anti Discrimination Act 1977 \(NSW\) and the Commonwealth discrimination laws \(Race, Sex and Disability\)](#)

[Child Protection \(Working with Children\) Act 2013 \(NSW\)](#)

Australian Fair Trading Departments: [Associations Incorporation Act 2009](#)

[The Public Health \(Tobacco\) Act 2008](#)

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