



British Ju-Jitsu Association Governing Body

Bullying, Harassment and Discrimination Policy

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1	Martin Dixon	June 2022	June 2025

Introduction

At the British Ju-Jitsu Association Governing Body (BJJA GB) we have a zero tolerance approach to any form of bullying, harassment or discrimination and will take any allegations very seriously.

This Policy explains:

- how we expect our Executive Committee and member organisations to behave;
- what to do if you see or experience inappropriate behaviour;
- how we can all help to create a respectful working and training environment.

This Policy applies to the BJJA GB and its Executive Committee members and its usual business. It does not replace our policies for safeguarding children or adults at risk. We will also promote its use among our member associations and clubs to ensure good practice, however, these may have their own policies and procedures as separate entities.

Commitment

We all have a responsibility to create a culture where bullying, harassment and discrimination don't happen in ju-jitsu; this includes challenging and reporting any incidents we see happening.

If we find that you've bullied, harassed or discriminated against someone, made false allegations, or treated a member badly because they've raised a legitimate concern, we



regard this as potential gross misconduct and you may be removed from your role or have your membership terminated.

What is Bullying?

Bullying can be described as unwanted behaviour from a person or group that is either:

- offensive, intimidating, malicious or insulting;
- an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.

The bullying might:

- be a regular pattern of behaviour or a one-off incident;
- happen face-to-face, on social media, in emails or calls;
- happen at work or in other work-related situations or at training;
- not always be obvious or noticed by others.

Examples of bullying could include:

- someone has spread a malicious rumour about you;
- a colleague keeps giving you a heavier workload than everyone else;
- someone keeps putting you down in meetings;
- someone holding back information or deliberately "losing" information;
- being excluded from social events;
- someone has put humiliating, offensive or threatening comments or photos on social media;
- someone at the same or more junior level as you keeps undermining your authority.

Bullying is not:

- being held accountable for your performance or behaviour;
- constructive feedback;
- conflict or difference of opinions.

What is Harassment?

Harassment is when bullying or unwanted behaviour is about or because of any of the following 'protected characteristics' under discrimination law (Equality Act, 2010):

- sex
- disability
- age
- race and ethnic or national origin
- sexual orientation



- gender reassignment (trans or non-binary status)
- religion or religious belief
- community background (in Northern Ireland)

It includes unwanted conduct that is sexual in nature and treating someone badly because they either rejected it or because they went along with it.

Harassment is unlawful under the Equality Act 2010 and equality legislation in Northern Ireland.

If someone's behaviour is unwanted and causes offence, even if it wasn't done on purpose, it may be harassment. The unwanted behaviour doesn't have to be aimed at you for you to be offended by it. If it creates an intimidating or offensive environment for you or anyone else, then it could be harassment.

Examples of harassment could include:

- sexually suggestive jokes, comments or innuendo, offensive gestures or whistling;
- unnecessary touching;
- suggestions that sexual favours may further someone's career, or that refusing them may damage it;
- offensive remarks about a group's or an individual's race, ethnic or national origin;
- outing a colleague as trans or non-binary without their permission;
- repeatedly using the wrong pronouns or name for someone who is trans or non-binary, despite having the correct information;
- ridicule or assumptions based on racial stereotypes;
- spreading rumours or gossip about someone's sexual orientation or gender;
- making jokes or offensive remarks about someone's disability;
- excluding someone because of their political opinion or religious group.

Harassment can include:

- a serious one-off incident;
- repeated behaviour;
- spoken or written words, imagery, graffiti, gestures, mimicry, jokes, pranks or physical behaviour that affects the person.

It's still against the law even if the person being harassed does not ask for it to stop.

Harassment because of pregnancy or maternity is treated differently under the discrimination law but is still unlawful under the prohibition of direct sex discrimination.

Also, whilst the law on harassment doesn't cover marriage and civil partnership, harassment because of marriage/civil partnership is still unlawful under the prohibition of direct discrimination.



What is Discrimination?

By law, being discriminated against is when you are treated unfairly because of any of the following:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as 'protected characteristics'. It's against the law for anyone to treat you less favourably because of them. In Northern Ireland, community background is also protected.

Examples of direct discrimination could be:

- someone is not offered a promotion because they're a woman and the job goes to a less qualified man;
- a close friend of a colleague has surgery to change their sex, some of their colleagues find out about the surgery and stop inviting them to social events.

What is Victimisation?

The law also protects people against victimisation – which means being treated badly because they have or they plan to or they are thought to have:

- brought an employment tribunal claim alleging discrimination;
- complained about discrimination;
- given evidence or information in relation to someone else's claim about discrimination.

Getting Advice

If you feel that you've been bullied, harassed or discriminated against, it can sometimes be difficult to decide how you want to deal with it. It can help to talk this through with



someone. The Advisory, Conciliation and Arbitration Service (ACAS) and Citizens Advice offer free services that you may wish to engage with before speaking to a member of the Executive Committee at BJJ GB.

Resolving Things Informally

It's always better to try to sort things out informally if possible. Explaining to the person responsible how it makes you feel and asking them to stop may get things resolved. They might not realise the impact of their words or actions or have not meant to offend you.

But if you don't feel able to speak to the person, talk to the Equality, Diversity and Inclusion Officer at BJJ GB (or the equivalent at your member association/club) about the problems you're having. If it's appropriate, the EDI Officer may speak to them confidentially to say that their behaviour is inappropriate and needs to change.

If you don't feel you can speak to the EDI Officer, or your complaint is about them, you can speak informally to another member of the Executive Committee. There may be other people you feel comfortable speaking to, such as another BJJ GB member, someone at your member association/club or you can make a formal complaint.

Making a Formal Complaint

If you don't feel able to resolve things informally, you can make a formal complaint. You'll need to put your complaint in writing and send it to BJJ GB (or your member association/club), or if your complaint is about the EDI Officer, you will need to send it to another member of the Executive Committee.

We know it's not an easy thing to do to speak up about these things, so we'll investigate this as quickly as possible. If we find evidence, we'll take appropriate action against those involved.

Support and Protection for Members

If you raise a concern in good faith, or you've witnessed bullying, harassment or discrimination, we will support you and won't allow you to suffer negative treatment as a BJJ GB member because of it.

Also, if you've been accused of bullying, harassment or discrimination and we find this is untrue, we won't allow you to suffer negative treatment as a BJJ GB member because of it. We will also provide support if you need it.



Performance Conversations

Bullying isn't the same as managing someone's performance. Managing performance using an informal or formal process in a professional and supportive way is not considered bullying.

But if you do feel that someone's behaviour towards you is unacceptable, talk to them about it. If you feel like you can't do this, there are other ways you can raise your concerns – see 'Making a Formal Complaint' section above.

Things to Consider

Remember, you're responsible for your own behaviour as a BJJ GB member, including when you're representing the BJJ GB outside of your member association/club, in competition or at any ju-jitsu event. We're all expected to be respectful and considerate of other people and their individual differences (for more information, see the BJJ GB Equality, Diversity and Inclusion and Policy).

Behaviour Outside of BJJ GB

If you experience unwanted or offensive behaviour that happens outside of BJJ GB but still to do with ju-jitsu, such as at a social event or training course, please contact us. BJJ GB will investigate and deal with it in line with this Policy or our Complaints Policy.

Social Media

If you put potentially offensive or inappropriate comments or images about or directed at the members of the Executive Committee on social media sites, we'll take this very seriously and investigate it in line with this Policy. The definitions of bullying, harassment and discrimination still apply online. We will also promote the same standards among our member associations and clubs to ensure good practice, however, these may have their own policies and procedures as separate entities.

Behaviour of Customers and Third Parties

If you experience or see inappropriate behaviour by customers or third-party contractors, it's really important you don't feel like you just have to put up with it. Incidents of inappropriate behaviour should not be tolerated. All members can report incidents of this type.



Accountability

This Policy is fully supported by the BJJA GB Executive Committee who are responsible for its implementation across the BJJA GB and all of its member associations and clubs.

Contact

If you have any feedback about this Policy, you can contact BJJA GB via:

Phone: 03333 2020 39

Fax: +441254391234

Email: bjjagb@icloud.com