

International Modern Arnis Federation (IMAF, Inc.)
Code of Conduct

The International Modern Arnis Federation is the official Modern Arnis organization founded by Grandmaster Remy Amador Presas.

The IMAF is the governing body, mandated by Grandmaster Remy Amador Presas, to implement and execute his Vision for the future of Modern Arnis.

Vision Statement: Founder & Grandmaster "Professor" Remy Amador Presas established the International Modern Arnis Federation (IMAF) to perpetuate Modern Arnis worldwide. The IMAF will provide for the ethical governance and implementation of Modern Arnis training. The IMAF will provide for the disciplined, rigorous, and systematic training in Modern Arnis, to include (1) the Way of the FLOW, and (2) the Art of Tapi Tapi.

The IMAF will provide leadership, growth, and comprehensive mental and physical training in the Remy Presas Modern Arnis system in its entirety. The IMAF member arnisador will learn to embrace and apply the Way of the FLOW in Life. Ultimately the Modern Arnis practitioner will learn (1) self-discovery and self-control, (2) achieve personal excellence, and (3) gain self-mastery, in the face of life's daily uncertainties, challenges, and opportunities.

In honor of our teacher, Grandmaster Remy Amador Presas, all IMAF members must conduct themselves responsibly as representatives and ambassadors of Modern Arnis and the IMAF.

The Code of Conduct embodies the ethical and behavioral principals and standards for the IMAF. All members of the IMAF are required to agree to and abide by the Code of Conduct.

The Code of Conduct will ensure an atmosphere of openness for all members by clearly defining our ethical and behavioral principals and standards.

The areas defined in the Code of Conduct include the following:

Training

Public Domain

Management

Discrimination/Harassment

Formal Complaint Reporting

Injuries & Risk Reporting

Financial

Ranking

Training

The following Training ethical and behavioral principles and standards apply to all IMAF events, activities, schools, clubs, seminars and camps.

- Smile, be happy and relax! Enjoy the training and camaraderie!
- Be courteous and friendly to you training partners, and introduce yourself to new training partners.
- Always work together with your training partners and be willing to help them grow.
- Be open to new ideas and new ways of doing things.
- Show courtesy and respect to all training partners and Instructors.
- Pay close attention while instructors are teaching.
- Take notes and ask questions at appropriate times.
- Start slowly and gradually increase the speed of techniques.
- Ensure that you have adequate lighting and floor space while training.

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- Ensure that your training area is clean of all obstacles including, but not limited to: equipment, sticks, bags, bottles, spills and sweat.
- Maintain adequate fluids during training sessions.
- If you, or someone near you, experiences pain, shortness of breath, bleeding, loss of consciousness or disorientation, **STOP TRAINING IMMEDIATELY** and report it to the nearest instructor.
- Be aware of those training around you and be prepared to help colleagues with problems.
- Arrive on time for workouts and return promptly from breaks and when called back by Instructors.
- Wear proper attire while training such as Modern Arnis T-shirts and pants or loose comfortable clothing. Avoid wearing suggestive and/or provocative clothing.
- All jewelry must be removed prior to training.
- Be constructive and offer positive input.
- Do NOT engage in confrontational arguments, foul language, rude behaviors or reckless actions.
- Do NOT talk while an instructor is talking.
- Do NOT execute sudden, fast, jerky or explosive movements unless your partner understands AND agrees to proceed.
- Do NOT execute throwing techniques without ensuring that your training partner knows how to fall and the area is clear of obstacles and people.
- Do NOT resist techniques unless your training partner understands and agrees to proceed.
- Do NOT stand idle during training sessions. If you feel that you need a break, move off of the training floor.
- Do NOT train off to the side while Instructors are teaching or a demonstration is in progress.

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- Do NOT make negative criticisms of any colleague or instructor.
- Do NOT interrupt instructors. If you have questions, doubts, and/or concerns, voice them during practice sessions or Q&A sessions.
- Do NOT smoke or chew gum in training areas.
- Do NOT train while under the influence of alcohol or drugs.

Public Domain

The following Public Domain ethical and behavioral principles and standards apply to all Modern Arnis and IMAF related articles, web activities, photographs, videos, audio tapes, events and activities.

- Promote Professor Remy Amador Presas' name, the art of Modern Arnis and the IMAF.
- Support IMAF directors, instructors, members, and guests.
- Put the good of the IMAF above your own wants and needs.
- Have knowledge, pride, and respect for the lineage, ethics, and traditions of Professor Remy Amador Presas, Modern Arnis, and the IMAF.
- Foster a positive image for yourself, Modern Arnis and the IMAF.
- Correct inaccuracies politely and in a positive, constructive manner.
- Acknowledge IMAF peers' strengths, achievements and accomplishments.
- Seek out community and local events to expose Modern Arnis and the IMAF to the public.
- Sensitive, debatable and/or questionable information should be promptly forwarded to the Ethics Committee Chairperson or any Steering Committee member.
- Do NOT engage in confrontational arguments, foul language, rude behaviors or reckless actions.
- Do NOT put yourself above the collective good of the IMAF.

Management

The following Management ethical and behavioral principles and standards apply to all IMAF members that are involved with IMAF committees, task forces and similar efforts.

- All information is CONFIDENTIAL and should not be disclosed unless otherwise approved by the appropriate committee chairperson.
- Understand and accept your fiduciary and legal responsibilities to the IMAF.
- Put the good of the IMAF above your own wants and needs.
- Publicly support all majority decisions even if you disagree with them.
- Attend and actively participate in all required meetings in person, via email or by phone.
- Document ideas, responses, concerns and questions in writing.
- Respond to all directives and requests within the stated deadlines.
- Keep an open mind and avoid negative, critical responses and judgment statements.
- Offer constructive, positive comments and ideas.
- Share your perspectives and experiences and offer solutions to problems.
- When presenting problems, always offer at least two alternatives and/or solutions.
- If a roadblock or dead-end is encountered, report immediately to the appropriate committee chairperson.
- Disagreements are to be expected. Do not take it personally.
- Open access for communication is essential and standard policy for all IMAF issues.

Discrimination and Harassment

The following Discrimination and Harassment ethical and behavioral principles and standards apply to all forms of discrimination and harassment including sex, race, religion disabilities and politics.

- Discrimination and harassment of any type is NOT allowed and will NOT be tolerated.
- Report the incident IMMEDIATELY to the IMAF Ethics Committee Chairperson or any IMAF Steering Committee member.
- Follow Formal Complaint Reporting ethical and behavioral principals and standards.

Formal Complaint Reporting

The following Formal Complaint Reporting ethical and behavioral principles and standards apply to all issues of discrimination, harassment, fairness, communication, and recognition.

- All members have free access to communicate with any IMAF Steering Committee member.
- All formal complaints should be referred to the IMAF Ethics Committee Chairperson or any Steering Committee member.
- Be detailed in recording the incident and its circumstances.
- Document, in writing, the person(s) involved, a detailed description of the incident, the time and date of the incident, the location of the incident and any and all eye witnesses to the incident.
- Consider possible alternate perceptions, biases, and/or experiences that may have led to misunderstandings or miscommunications.
- Maintain mental flexibility, patience, and balance.
- Avoid confrontations and seek alternative paths for resolutions.

Injuries & Risk Reporting

The following Injury & Risk Reporting ethical and behavioral principles and standards apply to all injuries incurred and all potential risks of injury at IMAF organized camps, seminars, events and activities.

- Members must immediately report ALL injuries to TWO (2) senior IMAF members.

- No injury is to be considered “too minor” in magnitude.
- Members must also report ALL observed injuries.
- Report ALL episodes of shortness of breath, chest pain, loss of consciousness, bleeding, vomiting, and serious pain/swelling/bruising that you may have or that you may witness.
- Report ALL unsafe training practices that you witness.
- Report ALL unsafe training areas that you may observe.

Financial

The following Financial ethical and behavioral principles and standards apply to all financial matters including, but not limited to: membership, testing, camps, seminars, events and activities.

- All membership dues must be kept current.
- All testing fees must be paid in full prior to the test.
- All camp, seminar, event and activity fees must be paid in full prior to participation.

Ranking

The following Ranking ethical and behavioral principles and standards apply to all rank related issues including rank requirements, testing and promotions.

- All promotions are based on performance.
- Performance is measured against the current IMAF Ranking Requirements.
- All promotion decisions will be made based on the recommendations of the examining board NOT the instructor.
- The Steering Committee maintains the ultimate authority regarding all promotions.

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- Appeals to a promotion decision should be submitted directly to the Ranking Committee Chairperson.
- Intent to test for Level Two through Level Six should be submitted on the first day of training camp.
- Intent to test for Level Seven and above must be submitted to the Ranking Committee Chairperson PRIOR to the training camp, so masters and senior instructors can prepare to evaluate your performance during the camp.
- Be prepared to present your Modern Arnis Passport to document your training to date.
- If a member does not pass a test, the member may retest at a later date at no additional cost.
- It is recommended that each level be tested for individually; however it is possible to advance more than one level per test. Again, promotion will be based on performance.
- Testing fees are based on a “per level” basis (i.e. If you advance two levels, you must pay the testing fee for each level.).
- Testing fees are subject to change without notice.

Changes to the Code of Conduct can be made only by the recommendation of the Ethics Committee and only upon approval of the Steering Committee and the Board of Directors. The Code of Conduct is subject to change without individual notification. All members are required to actively review changes to the Code of Conduct as they are announced on the IMAF website.

In areas of uncertainty, the relevant issue(s) will be referred to the Ethics Committee Chairperson for review and ruling. In case(s) of misconduct, the relevant issue(s) will be referred to the Steering Committee, Ethics Committee, and Disciplinary Committee Chairpersons for review and ruling.