

INAYAN SCHOOL OF ESKRIMA

The Martial Art with an "edge"...



"CODE OF CONDUCT"

Inayan School of Eskrima

CODE OF CONDUCT

Last revised: 8-23-2008

This Code of Conduct is specifically for students of the Inayan School of Eskrima who claim lineage to Tagaturo Steve Klement directly or via any of his active Guros in good standing.

A code of conduct is a necessary document for any organization like ours. It is the de facto rules and regulations manual where one does not exist. A doctrine, if you will, for the way we expect to be treated and the way we should treat others within Inayan Eskrima. Some of these rules are and should be carried into your personal life because they are right and just.

Along with a Code of Conduct there are protocols and traditions one is expected to carry on. Some are written down and included here, some are passed on verbally and some are so subtle you will simply need to "sense" them. Some of these traditions are as old as the art itself, or have been around for as long as there have been honorable warriors. Some of them are as recent but as important as being passed to us by the late Suro Mike Inay himself.

If you are not interested in the ideals of honor, justice, fairness or a sense of what is right and wrong, then you have no place within the Inayan School of Eskrima.

One of my philosophies is that, it is not only a teacher's responsibility for the physical skills that he or she develops in a person but also the moral and judgmental skills as well. This is not to say that I require my students to follow blind dogmatic doctrine of Martial Arts ethos, difficult to interpret and often shrouded in Asian mysticism. But more or less I require my students to develop a sense of respect for all living things and to think seriously of the consequences one may have to face if their intention is to harm.

Ask yourself, "Why do I want to learn this Martial Art?" If you have come to this school seeking the knowledge that is held within for the right reasons, you will grow in many ways. If however, your intention is not as honorable, you will never feel comfortable with my teachings, nor I with you. Please consider this before you go any further.

I look forward to sharing many discoveries on the path with you.

--

Tagaturo Steve Klement

Rules of Conduct for the Inayan School of Eskrima

The rules presented here have been established to help preserve a proper degree of discipline, formality and order in our school as well as our organization. Not only do rules help us maintain order, but just as important, they provide new members with an established base of information from which to begin with us, as well as outline what is appropriate behavior within the training center. In other words: rules eliminate the guesswork. (E.g., "What do I do when...?" and "What do I not do ...?")

Formality in this case is used in reference to your behavior towards: your peers, Guros (Instructors), guest of the training center, the memory of Mangisursuro (Founder of Inayan Eskrima) and those who look up to you as in the case of newer students.

The formality of rules and the idea of formality are essential to any organization of this nature. It is necessary to keep some type of order during training sessions, classes, etc.; especially as our school and organization grows both in size and in reputation.

It is also much easier to measure a person's attitude and behavior when there exists a code of conduct. Both the student and the instructor know by which rules and what guidelines the student (as well as the instructor) is being measured.

Some of the rules listed below stress the ways in which we give respect (salutation) to our seniors, our peers and those junior to us. They should be especially followed during class or training sessions, or when the occasion dictates. Other rules cover basic fundamentals of behavior, dress and decorum.

Adherence to these rules and formalities by all members of the school insures that we maintain the proper discipline and respect between schools styles, people and ourselves.

One should bear in mind that, from time to time, the Inayan School of Eskrima has had, and will continue to have high level practitioners of other styles and systems at our school (some have come to visit while others have become students of this system). The caliber of people has varied from those with intermediate skills, Red Belts (or Sashes) and Brown Belts up to Black Belts, Masters and Grandmasters. So, you should always give proper courtesy and respect, and handle yourself in a manner that will bring honor to our school and organization. Often, you may be working out with a Master or Black Belt of another style or system of martial arts and they should be given the proper respects due to them.

In summary, it must be clear to all of us that the rules we have established are a necessary part of our organization, and are for the betterment of all students. **THEY ARE NOT TO BE TAKEN LIGHTLY!** Rules provide us all with a basis of information from which we move forward.

If you have any questions regarding these rules, please feel free to ask the Sergeant-At-Arms of the school, or any of the senior students (4th Level or above).

Disciplinary action will be taken against those individuals choosing to ignore or break the rules of this school. Breaking a rule shows a lack of respect toward other students, Guros (Instructors) and the memory of the founder of this system!

The penalties for infractions of these rules will be determined by the Sergeant-At-Arms, Tagaturo Klement (and/or all ISE Guros collectively) depending upon the severity of the infraction.

The Sergeant-At-Arms is the person charged with the responsibility of maintaining and enforcing these rules and code of conduct. He/she has full backing of the Guros of this school and is carrying out their wishes in compliance with this code of conduct. If he/she should direct you to do something in order to comply with our rules or code of conduct, you are to do so without arguing, complaining or excuses.

**ANYONE WHO DOES NOT DO SO IS SUBJECT TO AUTOMATIC SUSPENSION FROM THIS SCHOOL.
WE WILL NOT TOLERATE ANY STUDENT WHO WILL NOT FOLLOW DISCIPLINE AND ORDER!**

ATTENDANCE:

1. All students are required to attend at least one formal class per week but are permitted to come as often as they like. The current class schedule can be received from the Sergeant-At-Arms or a Guro. Your attendance to each class is recorded by the Sergeant-At-Arms or a Guro in the Attendance/Tuition log. If you get to class late it is your responsibility to request to be recorded present. However, if you get to class more than 45 minutes late you will not get credit for attendance (though you are always welcome and encouraged to train).

a. Students must notify The Sergeant-At-Arms as to which class they wish to attend on a regular basis.

b. Students may change their schedules at any time provided they notify the Sergeant-At-Arms. If you are unable to attend your regularly scheduled class a minimum of two weeks in a row you must notify the Sergeant-At-Arms. You may also notify your sponsor or another student. If, however, they fail to notify the Sergeant-At-Arms, no matter what the reason, you will still be held liable for an infraction of the rules. In other words, telling someone else that you're not going to make it to class does not absolve you of the responsibility to tell the appropriate person or persons of your intentions. **Students who fail to keep a regular training schedule will be dropped from the School.** Illness, family emergencies, and special circumstances are acceptable reasons for not attending regular classes on a regular basis, provided they are genuine.

2. Tardy students must remain at the edge of the training area in a state of attention and salute in to the highest level Instructor in attendance before joining the class. NOTE: You must wait for the Guro leading class to acknowledge you by saluting back "before" entering the training area to join class.

3. Students who continue to be tardy on an excessive basis will be subject to disciplinary action or dismissal.

UNIFORMS:

1. The proper workout uniform consists of:

- a. The School shirt
- b. Black Martial Art pants
- c. Shoes. Martial Art, wrestling, boxing or regular tennis shoes are required (dark colors are suggested)
- d. Wearing the Medallion of your rank (if you have one)

2. Improper or inappropriate apparel:

- a. Hats of any kind (unless previously authorized)
- b. Hand, arm, or ear jewelry (wedding bands are permitted but discouraged)
- c. Street Clothes (unless approved class wide for special workouts)

3. Other items:

- a. Red cloth can be tied to a body area to make others aware of an injury.
- b. Live weapons including sharpened edged weapons and firearms are not permitted on the training floor either on your person or in your training gear bag (lockers are available to secure your weapons)

TUITION:

1. Tuition is payable by cash or check on the first class of each month and should be turned into the Sgt. At Arms. If you cannot be at the first class of the month, you should make efforts to be at the very next class or call the Sgt. At Arms to make other arrangements.

2. If time is needed away from class let the Sgt. At Arms know. The Sgt. At Arms will make arrangements for you to keep you in good standing with the school. Tuition will be \$20 a month to keep your membership active during your sabbatical from regular class. If your situation dictates that you will be inactive for a long period of time it may be in

your best interest to stop all payments. If you have given a notice and are in good standing with the school you will be put on a "welcome to return" list. However, you will have to apply for membership again on your return and fulfill any sign up fee and/or tuition increase at that time. Other unique situations can be further discussed with You, the Sgt. At Arms and Tagaturo Klement.

EQUIPMENT:

1. All students are required to provide their own training equipment - i.e., sticks, training bolo, gloves, protective gear, etc. Loaner equipment is available for students on a limited basis. Handle this equipment with care, and return it when finished.

PROTECTIVE GEAR:

1. Students should either wear or bring the following to each class:

- a. Groin protection
- b. Mouthpiece (fitted)
- c. Personal weapons (Serrada, Largo, Sinawali bastons, training sword and training knife)

2. The following is optional equipment that may be brought to class:

- a. Protective gloves
- b. Safety glasses
- c. Leg and arm pads
- d. Headgear
- e. Additional personal weapons

TREATMENT OF WEAPONS AND EQUIPMENT:

1. Treat your own weapons, and all other weapons as if your life depended on their care; our weapons are the basis of our art.

- a. When finished with a weapon, set it down in the formal manner.
- b. Throwing your weapon down to the ground is disrespectful to that weapon, and to the art you are learning.
- c. Take your personal weapons home following each class.
- d. Help stow away the school's weapons and equipment at the conclusion of class.
- e. Help clean the school at the end of each class. Do not wait to be asked by a Guro or Sergeant At Arms.

CONDUCT:

1. Show respect for those around you:

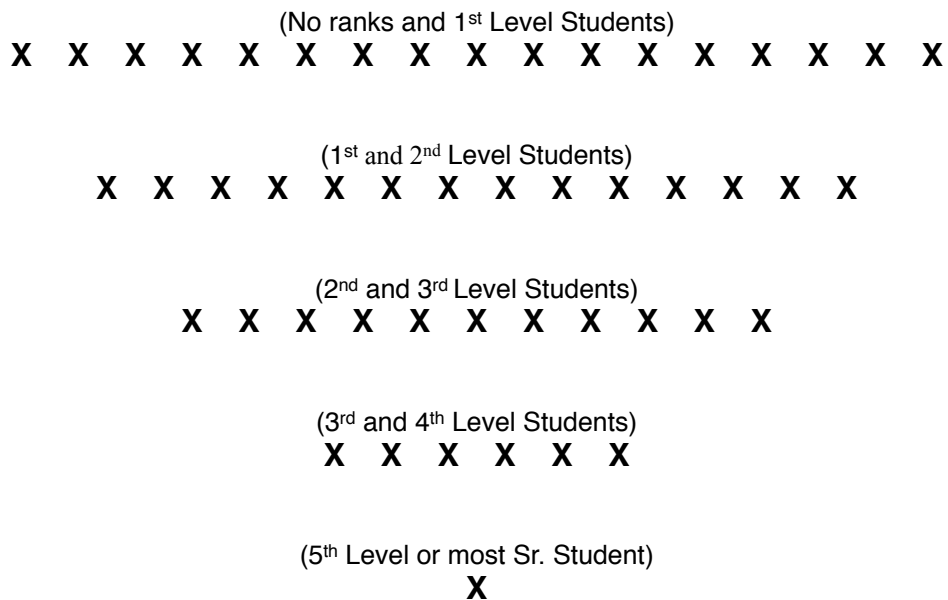
- a.** Become aware of other people's capabilities, and learn to work within those capabilities if you are going work out with them.
- b.** Be aware of where others are training in relation to yourself. (i.e., be careful of your weapon swinging when people are near you.)
- c.** Treat the school's equipment, and other people's equipment with respect - do not abuse them. Get permission before picking up another student's weapon. Never use a Guro's weapon without first getting permission.
- d.** Limit horseplay to non-class time.
- e.** Showing off (unless requested) is bad manners.
- f.** Do not argue with someone over a particular movement or technique - **ESPECIALLY DO NOT ARGUE WITH SOMEONE SENIOR TO YOU.** You may however, respectfully disagree with someone, and ask to have the matter resolved by a Guro.
- g.** Guros are to be addressed as their rank deserves - i.e., "Tagaturo", "Guro Hill", "Katalungan Guro Earles" etc. (Addressing a Guro by their first name in class is bad manners, and in bad taste.)
- h.** Mangisursuro is to be remembered in the same manner as the Guros - i.e., "Mangisursuro" or "Mangisursuro Inay" or "Suro Mike Inay". Addressing the memory of the founder of Inayan Eskrima by his first name is in extreme bad taste, and is disrespectful.
- i.** Talking while a Guro is giving instruction to a group of students (when you are part of that group), is disrespectful.
- j.** Talking while a Guro is speaking to the whole class is very disrespectful. If a Guro starts to address the class as a whole, you should stop immediately what you are doing or are discussing, and be attentive. Continue what you were doing after the Guro has finished with what he is saying or instructing.
- k.** **DO NOT ATTEND CLASS WHILE UNDER THE INFLUENCE OF ALCOHOL OR DRUGS.** To do so is considered a direct insult to all other members of the class, and will result in the instant termination of the violator's membership in the school.
- l.** Act in a manner that brings out the best in you and in other people in AND out of class - remember that we are all teachers, and we are all students - from learning we teach, from teaching we learn.
- m.** If you have a question during a workout that cannot be answered by a Sr. student, raise your live hand and ask a Guro for assistance. If you have a question or comment during class line-up or while a Guro is speaking, raise your live hand and wait to be called on (never raise your weapon). One should always give respects (salute) to show appreciation for questions answered. If the answer is not understood - you should say so until a level of clarification is reached.
- n.** Class should be a fun and enjoyable experience but save long conversations or comments with fellow students for after class.
- o.** Hard wood sticks will not be used during Lock and Block or Flow Sparring practice unless otherwise stated by a Guro. However, 3rd levels and above should own at least one hardwood stick to practice their basics with.
- p.** Students should use 5-10 minutes before class to warm up. The Sergeant At Arms may conduct students in different warm up exercises and/or drills. The most Sr. student may conduct these exercises in the event the Sergeant At Arms is absent.
- q.** Class dues should be paid on time. Doing so shows respect for the time the Guros have shared with you and ensures we continue to have a place to train.

SALUTATIONS:

1. At the beginning and end of a formal training session students will do the following... Line-up (form ranks). Depending on the size of the class, students will form lines facing the Guro(s) as follows:

- a. Highest ranks in the front rows (Third, Fourth and Fifth levels).
- b. Lower ranks to fill in the last row (or more if needed). Ranks to fill-in the rows in order of seniority, with the most junior students and students with no ranks in the last row to the right.
- c. Fourth and Fifth level students to be in front of the ranks and center, forming a triangle, facing the Guro(s).
- d. Sergeant-at-arms, with Sr. students assisting, are responsible for formation of the class line-up whenever a Guro calls for a formal line-up or for a work-out line up, as in the case of the disarm line (chain the tiger), etc.

DIAGRAM OF LINE-UP:



“Guro” “Guro” “Senior Guro” “Guro” “Guro”

Note: Although there may not be enough students to make this formation at all times, the class is to come as close to this formation as is possible.

EXTRA-CURRICULAR ACTIVITIES:

From time to time, Tagaturo Klement may be asked by other organizations and Martial Arts schools to provide seminars, classes or demonstrations on our system of Eskrima. He may call for students to assist him in these events. If you should be invited, and elect to assist him, remember that all of the above Rules and Code of Conduct are still in effect during these extra-curricular activities.

MABUHAY ANG INAYAN ESKRIMA!

Tagaturo Steven Andrew Klement

(School Motto)
WITH STRENGTH AND RIGHT

PENALTIES FOR INFRACTION OF RULES AND/OR CODE OF CONDUCT:

1. First offense: Completion of one task to be assigned by the Sergeant-At-Arms or a Guro.
 - a. Task is to be completed prior to leaving the school on the day the infraction occurred.
2. Second offense - same infraction: Student will complete one task to be assigned by the Sergeant-At-Arms or a Guro, and also sit out the remainder of the class.
 - a. Task is to be completed prior to leaving the school on the day the infraction occurred.
 - b. Second offense - different infraction: same as # 1.
3. Third offense - any infraction: Student's membership in the class is subject to review by the Guros and the Sergeant-At-Arms and, if deemed serious enough, with the following possible consequences:
 - a. Reprimand and task set by Sergeant-At-Arms.
 - b. Reprimand by a Guro.
 - c. Reprimand and task set by the Guro(s).
 - d. Formal Reprimand by the Guro Council (which may include demotion).
 - e. Public Reprimand by the Guro Council (which may include demotion).
 - f. Reprimand and/or demotion and/or Suspension from School and/or task set by the Guro Council.
 - g. EXPULSION FROM THE INAYAN SCHOOL OF ESKRIMA.
 - h. BLACKLIST.

(Current Council: Katalungan Guros Earles, Guro Hill and Tagaturo Klement)

Code of Conduct addendum (Student, 0 - 3rd level)

Follow the “chain of command” for any occasion or problem –

We have a well defined ranking system and it should be followed. If by chance, you have a dispute with a particular link in the chain of command, first let that person know you intend to talk to the next senior up, and then do so. Some situations require the chain of command to be broken as described above - it is up to the student to recognize when this is. The student will be held responsible for breaking the chain of command without a legitimate reason.

Fulfill your responsibility in learning –

It is the responsibility of the student to practice what has been taught, otherwise, you are wasting the teachers' and fellow students' time. With this in mind the student should:

- Get to class on time

- Practice on a regular basis

- Practice with extreme focus on whatever lesson the teacher is sharing

- Do not interrupt the teacher when he or she is speaking

- Raise your hand when you need assistance or have a question

- If you dispute a particular move or idea an instructor has taught - respectfully inquire an explanation after class

- “Horse play” or showing off is tolerated only after class

The student should view class time as being a place to learn (not practice) and then diligently practice what they have learned at a later time. In other words, if a student comes to class once a week they should also be practicing outside of class what they learned in class at least once a week.

Do not to make statements lightly in or out of class –

If a student is asked a question or asked to make a statement in class by an instructor the student should pay attention to detail and speak only after deliberate thought has been given to the response they intend to give. The Inayan student should be worth their word and understand the high price of a promise and the responsibility of following it through.

Show respect to others –

By conducting oneself properly and politely in class the student shows respect to themselves, fellow students, instructors, and the art in general. Many of the senior students and all of the instructors have trained for many years and are unselfishly sharing they're knowledge with you. No money or any tangible thing can ever replace the time they have given you. Showing respect to the art and to them is one of the very few ways you can show your appreciation to a gift that can never be repaid.

To progress in Inayan Eskrima you will need to Know, Understand and Live by the words below...

HONOR: Homage, Deference, Reverence -

The shared meaning element of these words: Respect and Esteem shown to yourself and others.

INTEGRITY: Honesty, Honor, Honorableness, Conscientiousness, Justness, Probity, Scrupulousness, Uprightness, Dependability, Reliability, Trustworthiness, Goodness, Morality, Rectitude, Virtue -

The shared meaning element of these words: Uprightness as evidenced in character and actions.

CONSIDERATION: Concern, Considerateness, Regard, Solicitude, Awareness, Heed, Heedfulness, Mindfulness, Forbearance, Mercy, Quarter -

The shared meaning element of these words: Thoughtful and sympathetic attention.

WORD: Oath, Vow, Pledge, Promise, Assurance, Guarantee, Pledge, Warrant, Promise, Covenant, Swear -

The shared meaning element of these words: A statement whose weight or worth depends on the truthfulness or authority of its maker. Also, a declaration that one will do or refrain from doing something specified.

RESPECT: Regard, Esteem, Admire -

The shared meaning element of these words: To recognize the worth of a person or thing.

LOYALTY: Allegiance, Devotion, Fidelity, Piety, Fealty -

The shared meaning element of these words: Faithfulness to something to which one is bound by a pledge, by duty, or by a sense of what is right or appropriate.

DISCIPLINE: Training that corrects, molds or perfects the mental faculties or moral character, also physical movements and actions; A rule or system of rules governing conduct or activity.

RULE: A prescribed guide for conduct or action; A regulation or bylaw governing procedure or controlling conduct.

CONDUCT: A mode or standard of personal behavior especially as based on moral principles.

If you do not wish to live by the words listed below (as seen on the previous page), you have no business in this school - you will be tested for these qualities during your association with this school (especially as you learn more of this system and are promoted to higher ranks).

HONOR: Homage, Deference, Reverence -

The shared meaning element of these words: Respect and Esteem shown to yourself and others.

INTEGRITY: Honesty, Honor, Honorableness, Conscientiousness, Justness, Probity, Scrupulousness, Uprightness, Dependability, Reliability, Trustworthiness, Goodness, Morality, Rectitude, Virtue -

The shared meaning element of these words: Uprightness as evidenced in character and actions.

CONSIDERATION: Concern, Considerateness, Regard, Solitude, Awareness,

Heed, Heedfulness, Mindfulness, Forbearance, Mercy, Quarter -

The shared meaning element of these words: Thoughtful and sympathetic attention.

WORD: Oath, Vow, Pledge, Promise, Assurance, Guarantee, Pledge,

Warrant, Promise, Covenant, Swear -

The shared meaning element of these words: A statement whose weight or worth depends on the truthfulness or authority of its maker. Also, a declaration that one will do or refrain from doing something specified.

RESPECT: Regard, Esteem, Admire -

The shared meaning element of these words: To recognize the worth of a person or thing.

LOYALTY: Allegiance, Devotion, Fidelity, Piety, Fealty -

The shared meaning element of these words: Faithfulness to something to which one is bound by a pledge, by duty, or by a sense of what is right or appropriate.

DISCIPLINE: Training that corrects, molds or perfects the mental faculties or moral character, also physical movements and actions; A rule or system of rules governing conduct or activity.

RULE: A prescribed guide for conduct or action; A regulation or bylaw governing procedure or controlling conduct.

CONDUCT: A mode or standard of personal behavior especially as based on moral principles.

I, _____, have read the Inayan School of Eskrima's School 'Rules and Code of Conduct', and promise, to the best of my abilities, to live by the words expressed previously and to uphold the School's Rules and Code of Conduct. I further agree to acknowledge and respect those individuals that are my Seniors, and follow their instructions as they pertain to the training I am receiving, the art of Inayan Eskrima, the Martial Arts in general, the Inayan School of Eskrima specifically and most especially to the Chief Instructor of this School.

(Student's Signature) _____

(Date) _____

THIS PAGE, IF AGREED BY YOU, IS TO BE SIGNED AND TURNED IN TO THE SERGEANT AT ARMS AFTER YOU HAVE READ THE ATTACHED 'RULES AND CODE OF CONDUCT'.

Please fill out all of the following:

Full Name:

Email Address:

Phone Number:

Birth date:

Emergency Contact Name/Phone #:

Medications you are currently taking.

Drug allergies

Any previous injuries / ongoing medical conditions