



## OPEN SOURCE BJJ INSTRUCTORS' CODE OF CONDUCT

*Who is an "instructor"? At Open Source Jiu-Jitsu, we take a collaborative approach to instructing. For our purposes, an instructor is someone who leads class or someone who assists during technique instruction/drilling.*

- Respect and treat everyone at the gym equally, regardless of gender, sexuality, age, belt level, skill, and relation to you; on and off the mats.
- Behave respectfully and with the integrity to be expected of an instructor, role model, and representative of Open Source Jiu-Jitsu; on and off the mats.
- Understand that your position of authority makes you attractive. Don't abuse this.
  - Don't date / sleep with / "swipe right" on students. If you've found what might be your soul mate, be transparent and inform one of us. We may ask that they train elsewhere to avoid conflict of interest.
  - Sexual harassment will not be tolerated.
  - Avoid the use of explicit or implicit sexual overtones during instruction and in conversation.
- Always ensure there is at least one other gym staff member present when students are in the building. Never be alone with a student (male or female).
- Be a team player and support your fellow instructors.
- Treat neither rolling nor teaching as a competition.
- Subject to a background check ensuring that there are no violent or child-related offenses.
- Be transparent with us about outside private lessons and other paid/unpaid BJJ-related leadership positions.
- Be punctual.
- Come to class prepared and with a plan (or make it look that way)
- Be attentive to students/your surroundings the entire class - don't be on your phone.
- Be super duper clean. This includes your gi, your gear, your body and your feet.
- Don't eat on the mats.
- Keep politics and drama off the mats.
- THINGS THAT ARE A-OK WITH US
  - Training at other gyms
  - Having relationships with BJJ people from other gyms
  - Wearing gear/patches from other gyms
  - Conducting private lessons

Rule of thumb: If it could be construed as being associated with OSBJJ, these rules apply. If it is taking place on the Compound or at a gym event, then it could be perceived as an OSBJJ service (even if it isn't).

*A note: Educate yourself on the (unfortunate) subject of sexual harassment and BJJ so that you can recognize it and help keep our community safe. [Here's a good article.](#)*

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## YOUTH ADDENDUM

Our head coach, Bobby McMasters, is SafeSport certified and oversees all programming and instruction at Open Source BJJ / Asheville Judo Club. We uphold and adhere to SafeSport standards and expect our instructors to do the same.

This addendum applies to **any instructor who works with students under the age of 18**. It is intended to reinforce SafeSport principles and provide extra protection for minors in our community.

### WORKING WITH MINORS

- **No one-on-one situations:** Do not be alone with a minor. Private lessons must have a parent/guardian present. Ensure at least two adults are present during youth classes, events, or travel.
- **Appropriate boundaries:** Physical contact is part of BJJ, but touch must always be professional and respectful of a child's boundaries.
- **Age-appropriate communication:** We have zero tolerance for sexual, suggestive, or degrading language, jokes, or examples in any youth class.
- **No private communication:** Do not text, DM, or call a minor individually. Communication is typically conducted through Open Source staff, but if contact information has been shared, should always include a parent/guardian.
- **Transportation:** Never transport a minor in your personal vehicle without prior parental/guardian consent and gym owner approval.
- **No personal gifts:** Avoid giving gifts to individual minors outside of organized, team-wide recognition.
- **Social media & photos:** Do not share photos or videos of minors without explicit parental consent and gym approval.
- **Mandatory reporting:** Report any suspected abuse, neglect, or inappropriate behavior immediately to gym leadership.
- **Be the example:** Demonstrate patience, encouragement, and professionalism at all times.

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👉 Rule of thumb: If something could be misinterpreted or cause concern if viewed by a parent/guardian, **don't do it.**