



## POLICY ON WORKING/COACHING IN THE FITNESS OR MARTIAL ART INDUSTRY OR ANYTHING RELATED TO PHOENIX SERVICES & PRODUCTS

**Employment/involvement:** If you work or are involved with a club/gym or are a coach that profits any way from teaching martial arts, then it is unethical to be a Phoenix member and a coach somewhere else. This includes fitness instructors who include boxing or related martial art training into their workouts and say it is just for fitness as if misrepresenting yourself and your knowledge is ok.

You are either a student here or a coach elsewhere, not both. If you work for a gym/club, or are a personal trainer, then it is important you consider any conflict of interest. We ask you to declare your position so we can discuss any conflict of interest. We have many fitness industry trainers etc at Phoenix and we understand each other because they are here for their own training and not to improve their marketability by learning our methods and skills.

Many courses in the fitness industry exist to train you for your employment. Being a member at Phoenix should be for your own self development and not for financial gain or professional development for another business. If you instruct anything where there is a cross over, (eg – boxing pad work) you could draw from your experience (methods, systems or technique) at Phoenix to enhance your own of another businesses financial gain.

In martial arts, loyalty is a core philosophy. At Phoenix, we foster a philosophy of thought and experience. We would like people to be strong enough to evaluate their training and choose the best course for them. Phoenix training is not for everyone and many people prefer, and believe in, other martial art systems and training methods; this is normal. What is consistent, is that Phoenix is not a consumer driven club or gym. We are a martial art club at our core and philosophy. Members are students first and loyalty, dedication and commitment are essential to not only your own development but the other members of the club.

If you have a role as a coach in any capacity related to any program conducted at Phoenix then you are required to declare this. Phoenix is not in the business of coaching anyone to go and profit from what we do or serve themselves. Memberships are for members and not people looking to gain skills and experience to contribute to their employment/business or coaching knowledge.