

ABANA Code of Conduct

1. Purpose

ABANA's mission is to advance the art and craft of blacksmithing through education, skill development, and community engagement. Central to this mission is a shared commitment to safety, respect, and a welcoming environment. This Code of Conduct defines the standards of behavior expected of all participants in ABANA activities and ensures that ABANA programs, events, and learning environments remain open, professional, and supportive for everyone.

2. Scope

This Code applies to all ABANA members, instructors, volunteers, event organizers, vendors, sponsors, and attendees at ABANA-sanctioned activities, including:

- Events including conferences, workshops, and competitions
- Online forums, social media groups, and email lists
- Online classes, virtual events and other distance learning

3. Core Principles

By signing this Code of Conduct, you agree to uphold the following principles:

Respect: Treat others with courtesy, professionalism, and dignity

Welcoming: Value variety of backgrounds, perspectives, and skill levels

Safety: Prioritize safety in all interactions and activities

Integrity: Act honestly and ethically in communications and conduct

Responsibility: Hold oneself accountable and support community well-being

4. Expected Behavior

Participants are encouraged to:

- Engage respectfully and constructively with others
- Listen actively and communicate with clarity and kindness
- Follow all published safety rules, workshop protocols, and instructor guidance
- Report safety hazards or inappropriate behavior promptly to event staff or designated ABANA contacts
- Respect shared spaces, tools, and equipment
- Uphold professional conduct when representing ABANA in any capacity

5. Unacceptable Behavior

Unacceptable behavior includes, but is not limited to:

- Harassment, abuse, physical violence, threats, intimidation

- Discrimination or exclusion based on race, ethnicity, gender, gender identity, sexual orientation, age, religion, disability, nationality, or any protected characteristic
- Unsafe forging practices or intentional disregard for safety protocols
- Derogatory language or harmful stereotypes
- Disruption of workshops, demonstrations, meetings, or online activities
- Bullying, personal attacks, or retaliation against anyone who reports concerns

6. Safety and Workshop Conduct

Given the inherent hazards of blacksmithing:

- All participants must follow safety protocols, personal protective equipment (PPE) requirements, and instructor direction
- Tools and equipment must only be used as intended and under appropriate supervision
- ABANA has a zero-tolerance policy with respect to forging while impaired by drugs or alcohol
- Unsafe actions or refusal to follow safety instructions may result in removal from activities
- Participants are responsible for their own health status and should seek medical clearance when necessary

7. Reporting and Enforcement

Reporting:

If you observe or experience behavior that violates this Code of Conduct, report it to an ABANA staff member, instructor, event organizer, or designated contact. Reports may be submitted verbally or in writing.

Response:

ABANA will review all reports fairly and confidentially. Depending on the severity, responses may include:

- Verbal or written warnings
- Required corrective actions
- Temporary suspension from activities
- Disqualification or removal from events
- Membership review or revocation

8. Accountability

Everyone associated with ABANA—members, instructors, presenters, volunteers, and staff—shares responsibility for upholding this Code of Conduct. Individuals found in violation may face consequences deemed appropriate by ABANA leadership.

9. Review and Updates

This Code of Conduct will undergo periodic review to reflect best practices, evolving legal standards, and community feedback. Revisions will be published on the ABANA website.