

## List of Changes

Table of Contents: Reformatting

Throughout: Remove 'Certified' from Instructor title. Replace with 'Fight'? Remove capitalization where 'certified' is used as description rather than title.

Throughout: Capitalization and punctuation.

Throughout: Spelling and grammar

Throughout: Replace “Actor/Combatant” with “Actor Combatant” for consistency

Throughout: Replace gendered pronouns with neutral ones

### 1.2 Levels of Membership for the Academy of FDC

- Associate: change 'an Actor Combatant or any other ranking' to 'a certification
- Basic through FD: change 'membership' to 'certification' when discussing recertification
- Distinction: Move to section 2.1.1 Certification at the Youth, Basic, Intermediate, and Advanced Levels
- Remove definition of Fight Director, as they are not members of AFDC unless they are also qualified to teach (i.e. They are also Fight Instructors)
- Expand definition of Fight Master to include the standards by which they are chosen

#### 1.2.1 Levels of Membership for the College of Fight Masters

- Remove definitions, replace with “see Section 1.2”

#### 1.2.2 Levels of Membership for the Registry of Fight Directors Canada

- Replace current description with definition deleted from Section 1.2

#### 1.3.3. Secretary

- Replace “minimum of 5 years of arts administration experience” with “confidence with administrative tasks”

#### 1.5.1 AFDC Membership

- Remove “Associate Members must maintain a one year membership and certified Members must maintain a three year or five year membership at all times.” and “In the event that a member moves one level to another before their current membership expires, the number of years paid in advance will be transferred to the new 3 or 5 year membership.”
- Replace with “An individual is considered to be a member in good standing if they have paid appropriate membership dues, their membership has not expired, and they are not subject to and form of sanction, suspension, or disciplinary censure. A member who is not in good standing does not have access to services or professional support, or have voting rights.”
- Move 'Re-testing fees' to 1.5.5 Adjudication Fees

#### 1.5.4 Membership Fees

- .3 change to “Membership payments can be made through the FDC Square store at <https://fight-directors-canada.square.site/>.”

- .4 change to “Membership is issued from the day the payment is received. Membership expires on the last day of the month in which the term of the membership ends.” (this is for bookkeeping simplification, so that expiries happen once per month, not several times.)
- .5 Remove, as we no longer accept PayPal
- Add 'or by emailing [membershipadmin@fdc.ca](mailto:membershipadmin@fdc.ca)' to method of contacting DofA

#### 1.5.6 Refund Policy

- add “Deferments for other reasons and additional delays must be specifically approved by the Director of Training .”

#### 1.5.7 Membership and Voting

- Move entirety of Section 1.6.1 here and renumber. This information is more properly contained under 1.5 Membership than 1.6 Policies and Procedures
- Remove 'certified' from voting rights.

#### 1.5.8 Member Rights and Responsibilities

- Move entirety of Section 1.6.2 here and renumber. This information is more properly contained under 1.5 Membership than 1.6 Policies and Procedures
- Add 1.5.8.5
- Add 1.5.8.6

#### 1.6 Rename to “Policies and Procedures”

- Remove “A member in good standing is a member who is currently certified and who has paid their dues in full.” and “Certified members who are not in good standing do not have access to services or professional support”. This information is not appropriate for this section, and can be found in 1.5 Membership.
- Remove “Council”

#### 1.6.1 Membership and voting

- Move to 1.5 Membership and renumber as 1.5.7

#### 1.6.1 Member Rights and Responsibilities

- move to 1.5 and renumber as 1.5.8

#### 2.0 Certification Level Requirements

- Remove “and Fees” from title. (There is no discussion of fees in this section. They are all in 1.5.5 above.
- Remove “Please find listed below”

#### 2.1.a Required Minimum Certification Age, Hours, and Fees

- Add “legal guardians or caregivers” after “permission from the parents”

#### 2.1.1 Certification at the Youth, Basic, Intermediate, and Advanced Levels

- Additions, deletions, and substitutions per the 2021 Curriculum update.
- To all sections, add “Combatants are responsible for the cost of additional training (to be negotiated with individual instructor[s] as appropriate), and the \$25 retest fee per section 1.5.5”

- Move information on Distinction here from 1.2 Levels of Membership in The Academy of Fight Directors Canada

### 2.1.3 Staging

- Change 'adjudicating Fight Master' to 'Adjudicator' for consistency.
- Move “A student must show sufficient physical control to fight convincingly yet safely. Students must demonstrate dramatic intentions and display convincing character choices.”, “Attacks: All attacks should be staged at angles which enhance the dramatic impact of the individual moves. Knaps and kills should be carefully masked to add to the dramatic effect.” and “While it is the job of the Instructor in charge to set the staging of the Fights, it is the responsibility of the student to perform the choreography to include the above elements. The ability to maintain an awareness of staging and angles is an integral part of the performance skill that must be demonstrated.” to 2.1.4 Expectations of Proficiency

### 2.1.6 Certification Disagreements

- Add “FDC commits to fair, equitable, and accessible testing. Discrimination based on personal characteristics including but not limited to race, sex, sexual orientation, gender identity, religion, or ethnicity will not be tolerated.”

NOTE: Additional changes and clarification to testing procedures have been sent to the College of F.M.s for review.

### 2.1.7 Statement of Certification/Representation

- Delete entirely. It is a restatement of 1.7 Membership Rights and Responsibilities.

### 3.0 Fight Instructor Information and Requirements

- Add “FDC acknowledges that some folks, including Black folks, Indigenous persons, People of Colour, women, members of the LGBTQ2SIA+, and persons with a disability are under represented within The Organization. FDC is committed to closing this gap and will work towards creating a space that is inclusive and welcoming to all.”
- To requirements, add “Must provide proof of training in Mental Health First Aid through Mental Health First Aid Canada, or equivalent medical training.”

### 3.1 Apprenticeship Process, Expectations of the Candidate during period of study

- Remove “Acquire and possess a professional knowledge of the actors process. Ideally have a practical knowledge, Conduct extra studies in other forms of movement / Historical sword training / Acting style in other organizations/etc, Become acquainted with different types of Syllabus from combat schools/different University settings, Have an improved knowledge in Anatomy, Physiology, Bio-mechanics, Have an improved knowledge regarding physical training, warm-up, stretching, Have an improved knowledge of the Martial Arts and the numerous combat styles, Have an improved knowledge on Historical fencing and Master at arms, Have an improved knowledge of the Theatre/Film History” from requirements and move to a new 'suggested' category.

### 4.0 The Registry of Fight Directors Canada

- Re-wording of description
- Changes to Qualities of and FDC Fight Director

#### 4.1 Applying for Membership to the FDC Registry

- Clarification of credits system
- Addition of 'hard credits' and 'soft credits'

#### 4.2 How to Apply for Membership as an FD with the FDC Registry

- Edits to clarify procedure and requirements

NOTE: Additional changes and clarification to recertification procedures have been sent to the College of F.M.s for review.

#### 6.0 Code of Conduct and Harassment Policy

- Additions per consultant recommendations
- Add Drugs and Alcohol section

#### 6.2 Anti-Harassment, Bullying, and Non-Discrimination Policy

- Add gender expression and gender identity to specifically named classes
- Edit examples of harassment
- Add “Fight Directors Canada recognizes that gender is a construct, informed by societal expectations related to sex assigned at birth. We recognize that gender is a spectrum and respect everyone’s gender identity and expression”
- Edit examples of sexual and gender-based harassment
- Add “Bullying turns into harassment when it is directed at the protected personal characteristics named above”
- Add “FDC recognizes that the “reasonable person” test may not be a complete marker of bullying. Members are encouraged to raise any issues of behaviours that go against The Organization’s values and guidelines.”
- Add examples of retaliation

#### 6.3 Scenes of Intimate Violence

- Add “Depictions of intimate violence are part of the artistic industry and, as a result, are components of the choreographic and teaching practices of some Members of The Organization; these depictions are not a necessary component for certification. Students have the right to refuse scenes of intimate violence or other content with which they are uncomfortable.”

#### 6.4 Procedures for Dealing With and/or Reporting a Complaint or Concern

- Add “or lodging a complaint with the Human Rights Tribunal”
- Add “FDC recognizes that not every emergency requires the attention of authorities. Leadership will be trained to recognize when emergencies can be dealt with internally or whether alternatives to 9-1-1 can be called. The Organization recognizes that some marginalized communities have been mistreated by law enforcement in the past. Every situation will be assessed separately and law enforcement will be called only when it is absolutely necessary. Alternatives to 9-1-1 include, but are not limited to:  
Access and Assessment Centre  
Ending Violence Association of BC  
Crisis Centre  
Victim Services”

- To Investigation of Complaints and Concerns, add “The Complainant will be notified within 8 calendar days that the Board has begun the investigation.”
- Add “The committee and any investigation conducted must be done so with equity and inclusion at the forefront.

#### 6.5 Disciplinary Guidelines

- Add “FDC commits to fair disciplinary actions that are based on the outcome of a fair and just investigation and without discrimination.”

#### 7.0 Syllabus for Combatant Levels

- Additions, deletions, and substitutions per 2021 Curriculum update