



Equal Opportunities Policy

The CMAA is a Department of Trade and Industry Approved Association and as such we have a full written Constitution. A copy of which is available to all our members from the Head Office. As well as the Constitution, we also operate the following Equal Opportunities Policy.

The CMAA (Cobra Martial Arts Association) is 100% committed to the equality of opportunity that is afforded to Candidates within all aspects of training and assessment.

The CMAA opposes all forms of unlawful discrimination on the grounds of Race, Nationality, Ethnic Origin, Religion, Sexuality, Marital Status, Age or =Disability. Member clubs will also alter their syllabus in order that everyone may take part if required.

Within the United Kingdom it is illegal to discriminate against any of the above. All individuals are entitled to the opportunity to realise their abilities and potential. The CMAA will take every possible step to ensure that each person is treated equally and fairly both throughout their training within the Martial Arts Instructor UK Programme and their Martial Arts pursuit.

The CMAA take all complaints of discrimination, victimisation, bullying and unequal or fair treatment very seriously and will act upon any complaints that are received.

Cobra Martial Arts Association Complaints Procedure

The CMAA are fully committed to the continued improvement of the training and instruction it offers to its Members and Associates. Should you wish to make a complaint about any of its Assessors, Verifiers, Instructors or any Association Member the procedure is outlined below: Any complaint you feel that you may have should be discussed between you and your club's Senior Instructor. If you feel that there are mitigating circumstances as to why this cannot be done then you can forward your complaint in writing to:

Andrew Morrell

Cobra Martial Arts Association President and Founder

Complaints will only be received relating to activity within a CMAA club or event. Any issues outside of this are beyond our remit as per the statement on the CMAA website. Once you have made your complaint, you will receive written confirmation that your complaint has been received.

Your Instructor or the CMAA President will then consider your complaint and the appropriate action they think is necessary will be carried out within 14 days. You have the right to attend any relevant meeting concerning your complaint should you wish to do so.

You will be notified verbally and in writing of the outcome of your complaint and the decision that has been reached usually within 28 days of the complaint being received.