



Takemusu Aikido Society

Disability Inclusion Policy

1. Policy Statement

Takemusu Aikido Society is committed to fostering an inclusive environment where individuals of all abilities are welcomed, valued, and empowered to participate fully. We believe that Aikido is for everyone, and we strive to ensure that people with disabilities have equal access to our classes, events, and activities.

2. Purpose

This policy outlines our commitment to removing barriers and providing reasonable accommodations to ensure the full and active participation of people with disabilities in all aspects of our Aikido community.

3. Scope

This policy applies to all instructors, volunteers, members, and visitors participating in Takemusu Aikido Society activities, including classes, seminars, and public demonstrations.

4. Commitments

- **Accessibility:** We will strive to ensure that our training spaces are accessible and provide reasonable accommodations where possible. While our venue may have limitations, we are committed to working with individuals to meet their specific needs.
- **Inclusive Practice:** We will support participants with disabilities by offering guidance and alternative approaches to enhance their training experience.
- **Communication:** We will provide clear information in accessible formats (upon request) and ensure that individuals with disabilities are informed about our classes, events, and facilities.
- **Awareness and Training:** We are committed to seeking guidance and opportunities for disability awareness and inclusive practices to support all participants effectively.
- **Consultation:** We will engage with individuals with disabilities to understand their needs and make adjustments where practical. Feedback will be welcomed and reviewed regularly.

5. Reasonable Adjustments

We will work collaboratively with individuals to identify and implement reasonable adjustments to facilitate participation, which may include:

- Allowing the use of mobility aids
- Providing additional assistance during classes

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- Offering flexible class structures or break periods

6. Roles and Responsibilities

- **Instructors:** Ensure that classes are inclusive, and reasonable adjustments are made. Be open to feedback and adapt practices as needed.
- **Volunteers:** Support participants with disabilities and assist in maintaining an inclusive environment.
- **Participants:** Inform instructors of any specific needs or barriers to participation and collaborate on reasonable adjustments.
- **Leadership:** Oversee the implementation of this policy, review feedback, and ensure ongoing improvement.

7. Feedback and Review

We encourage ongoing dialogue about inclusion and welcome feedback from all participants. This policy will be reviewed annually to ensure it reflects best practices and the needs of our community.

To provide feedback or request accommodations, please contact us at info@aiki.ie.

Date of Policy Implementation: 1 March 2025