

Karmê Chöling

Code of Conduct Staff, Volunteers, and Residents

View

Karmê Chöling **exists** to inspire people to discover their basic goodness and manifest it in community and the world as enlightened society.

We **act** with commitment to: meditation, kindness, devotion to service & responsiveness to the changing dynamics of society.

Karmê Chöling **models** community living in the Shambhala tradition, and offers individual and group meditation retreats, and other contemplative programs

We **succeed** by: fostering a sane, caring and well-trained community, creating a safe, uplifted and welcoming environment for an exceptional participant experience & caring for, growing, and skillfully utilizing resources in a fiscally responsible way.

The Karmê Chöling Code of Conduct is based on the profound view of basic goodness, manifesting as respect for each person regardless of age, race, gender, ethnic background, national origin, color, appearance, sexual orientation, physical/mental/perceptual capabilities, political beliefs, religious beliefs, social class, immigration status, or occupation. Furthermore, it is each person's right to be free from harassment, intimidation, and discrimination. We aspire to relationships that are characterized by appropriate action; relationships based on trust, cooperation, openness to differences, good communication, fairness, kindness, and respect.

Karmê Chöling is committed to fostering self-care, caring for each other and the land, as active engagement in creating enlightened society. Honoring this code of conduct is a requirement for staying at Karmê Chöling.

While at Karmê Chöling, all staff, volunteers, and residents will adhere to the following:

- **Refraining from unlawful actions (which will result in automatic dismissal and may be reported to law enforcement officials):**○
 - Unwanted sexual contact, assault, stalking, or harassment.
 - Physical violence.
 - Financial malfeasance.
 - Theft.
 - Possession or consumption of alcohol by individuals under the age of 21, or providing alcohol to anyone under the legal drinking age.
 - Possession of illegal drugs (including prescription medication not prescribed to you).
 - Damaging property.
 - Violating any other state and federal laws.
 - Abuse of children and vulnerable adults (which also requires mandatory reporting to law enforcement officials).

- **Refraining from the following actions (which will result in automatic dismissal):**
 - Possession of firearms.
 - Sexual relations with participants.
 - Verbal or emotional abuse including screaming, name-calling, shaming, intimidation, threats, and bullying.
 - Possession of recreational marijuana.

- **Refraining from sexual misconduct, such as:**
 - Sexualizing gestures, inappropriate touching, verbal innuendo, invasive personal questioning.
 - Use of the dharma or other spiritual principles to obtain sexual favors.
- Intimate relationships between community members where there is an imbalance of power, including failure to disclose such a relationship.

- **Refraining from harmful speech, such as:**
 - False or deceptive speech, including denial of responsibility.
 - Demeaning language with regard to race, gender, class, sexual identity, nationality, age, ethnicity, language, physical ability, and other differences.

- **Refraining from other behaviors that splinter the community, such as:**
 - Discrimination or exclusion with regard to race, gender, class, sexual identity, national origin, age, ethnicity, language, physical ability, or other characteristics.
 - Shunning or otherwise retaliating against those who report harm.
 - Behavior that causes a level of disturbance within the community—such as the effects of unconscious racism or insensitivity to the experiences of others – requiring a formal response.
 - Abuse of privileges or requiring unreasonable special treatment.
 - Distorting and using teachings for personal advantage.
 - Non-disclosure of a conflict of interest.

Actions that may harm or threaten the safety and well being of others, or the integrity of our environment, should be reported immediately to the Dorje Kasung, Head of Personnel or Executive Director. Violations of the law should be reported to the police.

Serious violations of this agreement may result in notation in your personnel file and/or dismissal.

This document will be reviewed annually by the Executive Director and Community Council, or if changes in the law or other circumstances warrant earlier review.

I have read, understand and agree to abide by the Karmê Chöling Code of Conduct while at Karmê Chöling (including all its properties). I commit to working communally to resolve conflicts using the procedure outlined in Appendix B, or through other conflict resolution methods such as mediation, face-to-face communication, and community meetings.

Print Name: _____

Signed: _____

Date: _____