

KRI Anti-Harassment Policy

Last Updated: 29 June 2021

Purpose

To help ensure that Kundalini Yoga environments, including student-teacher relationships, are free from harassment. Any form of harassment that violates this Policy will not be tolerated and may result in discipline.

Prohibited Conduct

Kundalini Yoga teachers, trainers, and trainees (hereafter collectively referred to as “Teachers”) are prohibited from the conduct outlined below:

1. Harassment by Teachers of any person based on age, gender, gender identity, pronoun use, sexual orientation, race, ethnicity, culture, national origin, religion, body type, physical or mental ability, socioeconomic status, marital status, political activities or affiliation, or any other basis prohibited by local, state, provincial, national, and federal laws, and regulations.
2. Harassment (such as trolling, stalking, using hate speech, threatening, intimidating, reporting of false grievances, manipulating, or otherwise harassing in any form or manner) by a Teacher of any person, either in person, through online activities, or by any other method.
3. Sexual harassment by a Teacher of any person. See: the KRI Sexual Misconduct Policy [Insert Link].
4. Retaliation by a Teacher against any person(s) who has reported any instance(s) of harassment.

Definitions

Harassment: Unwelcome verbal or non-verbal conduct where: (i) the conduct denigrates or shows hostility or aversion towards the person and has the purpose or effect of unreasonably interfering with their work, study, or other activity, (ii) enduring the offensive conduct becomes a condition of the continued relationship, and/or (iii) the conduct has the purpose or effect of creating an environment that a reasonable person would consider intimidating, hostile, or abusive.

Harassment includes epithets, slurs, name calling, negative stereotyping, insults, intimidation, ridicule, threatening, intimidating or hostile acts, denigrating jokes, and display of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic.

Harassment includes, but is not limited to: offensive verbal comments related to age, gender, gender identity, pronoun use, sexual orientation, race, ethnicity, culture, national origin, religion, body type, physical or mental ability, socioeconomic status, marital status, political

activities or affiliation, or any other basis prohibited by local, state, provincial, national, and federal laws and regulations; deliberate intimidation; stalking; following; harassing photography or recording; sustained and intentional disruption of class or other events; and inappropriate physical contact.

Retaliation: Any adverse action or threat taken or made against an individual, including through third parties and/or legal counsel, for making a report of prohibited conduct or participating in any investigation or proceeding related to this Policy. Retaliation includes threatening, intimidating, harassing, or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation also includes maliciously and/or intentionally interfering with, threatening, or harming the academic or professional career or reputation of another individual before, during, or after the Investigation, Decision, and resolution of a report of prohibited conduct under this Policy in response to and/or on account of the report of the prohibited conduct. This provision applies to reports made or information provided in good faith, even if the facts alleged in the report are determined not to be accurate.

Reporting, Investigation, and Determination

Reports of possible violations of the KRI Anti-Harassment Policy are made to the Office of Ethics & Professional Standards & Conscious Conflict Resolution (EPS). Investigation and determination of violations of the Code are made by EPS with reference to the Code of Conduct, KRI Scope of Practice, Anti-Harassment Policy, Sexual Misconduct Policy, Inclusion Policy and any other applicable policies of KRI, SDI, 3HO, and IKYTA. For more information about EPS or to file a complaint, please [click here](#).