

# KRI Sexual Misconduct Policy

*Last Updated: 29 June 2021*

*Please note the contents on this page are sensitive in nature.*

Everyone has the right to practice Kundalini Yoga free from abuse of any kind. To achieve the goal of providing high quality, safe, accessible, and equitable environments for the practice and teaching of Kundalini Yoga, conduct described in the Prohibitions section of this Policy will not be tolerated.

While EPS does not have the same authority or resources to investigate or stop criminal activity as law enforcement bodies do, it does take all reported complaints seriously. As such, we have an active [Complaint Procedure](#) in place for people to report any alleged conduct that happens in violation of this Policy. Reporting misconduct is extremely helpful in providing EPS with essential information that will ultimately inform its processes and decisions.

With this in mind, EPS understands the sensitive nature of reporting sexual misconduct and respects the emotional and physical safety of survivors. If you have experienced sexual misconduct in Kundalini Yoga and are unsure about making a report, please email [eps@epsweb.org](mailto:eps@epsweb.org). An EPS representative will contact you to provide a safe space and answer any questions you have about the investigative process.

Though EPS does not require a police report to investigate complaints, it does encourage reporters of sexual misconduct to consider exploring the criminal, legal, judicial, and social support systems available in their jurisdiction, based upon their individual comfort levels. In the event a victim of sexual misconduct is a child or elderly person, EPS, as a mandatory reporter, may be responsible to report these offenses to authorities. For more information on the options available to you, we encourage you to contact one of the organizations listed here: [Sexual Misconduct Resources](#) for further support.

## Prohibited Conduct

The following are prohibited, regardless of nature of relationship:

1. **Sexual Misconduct:** Unwelcome conduct of a sexual nature, whether physical, verbal, or non-verbal in nature:
  - Non-consensual sexual touching: a broad term that refers to any deliberate non-consensual touching of a person's body, which conduct can range from unwanted touching, such as fondling, up to, and including, non-consensual sex.

- Verbal: the use of sexually suggestive or explicit statements, whether through speech or written form, that create a hostile environment.
- Non-Verbal: body language, such as obscene gestures, or body movements imitating sexual acts, that create a hostile environment.

**Note:** See also Code of Ethics Principle 7, “Student-Teacher Relationships” prohibitions.

While it is not possible to list all the circumstances that may constitute sexual misconduct, the following are some examples of conduct, which, if unwelcome, may constitute sexual misconduct:

- Unwelcome sexual advances, whether they involve physical touching or not;
  - Sexual epithets, jokes, written or verbal references to sexual conduct, gossip regarding one’s sex life, commentary on an individual’s body, commentary about an individual’s sexual activity, deficiencies, or prowess;
  - Displays of sexually suggestive objects, pictures, or cartoons;
  - Unwelcome leering, whistling, brushing against the body, sexual gestures, or suggestive or insulting comments;
  - Comments or conjecture about a person’s sexual orientation or gender identity;
  - Inquiries into one’s sexual experiences; and/or
  - Discussion of one’s sexual activities.
2. **Retaliation:** an adverse action taken against a Complainant or Witness in response to their submission of a complaint and/or participation in an Investigation. Examples of adverse action include (but are not limited to): withholding a certificate of completion; firing or refusing to hire an individual; or expelling a trainee or student, excluding an individual from communications, ignoring, verbal snub, etc.

### **Reporting, Investigation, and Determination**

Reports of possible violations of the KRI Sexual Misconduct 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](#).