

KRI Code of Ethics & Professional Conduct

Teachers of Kundalini Yoga as taught by Yogi Bhajan® must be committed to applying strong ethical principles in their professional and personal lives, and this should be understood as intrinsic to their practice and teaching of yoga. This document is an important part of maintaining a safe practice environment for all students. This Code of Ethics & Professional Conduct (Code) sets out acceptable, recommended, required, and prohibited professional and ethical behaviors by which Teachers agree to conduct themselves. It is based upon core values intrinsic to the practice of yoga. A Teacher is responsible to be in compliance with the most current version of this Code found at epsweb.org, kriteachings.org and ikyta.org.

The Office of Ethics and Professional Standards (EPS) receives and addresses complaints regarding breaches of this Code. For details, see the EPS [Complaint Procedure](#).

Code Principle 1 — Adhere to Applicable Law

Code Principle 1 requires **adherence to applicable law**. Kundalini Yoga teachers, trainers, and trainees (hereafter collectively referred to as “Teachers”) must abide by all local, state, provincial, national, and federal laws and regulations applicable in their location(s). A Teacher charged with a criminal offense may be placed on Suspension pending the outcome.

Code Principle 2 — Teach within Scope

Under Code Principle 2, Kundalini Yoga Teachers must **follow the KRI Scope of Practice** policy (SOP). The SOP sets out standards of acceptable, recommended, required, and prohibited practices within a Kundalini Yoga teaching environment or event.

Code Principle 3 — Do Not Harass or Retaliate Against Anyone

Under Code Principle 3, all Kundalini Yoga Teachers must **follow the KRI Anti-Harassment and Non-Retaliation Policy**. The policy prohibits harassment of any kind by a Teacher of any person, in person, through online activities, or by any other means. This policy also prohibits retaliation by a Teacher against anyone believed to be a participant, whether as a complainant or witness, in an EPS Complaint Procedure regarding the Teacher’s breach of this Code.

Code Principle 4 — Do Not Engage in Sexual Misconduct

Under Code Principle 4, Kundalini Yoga Teachers must **follow the KRI Sexual Misconduct Policy**. Teachers must NOT intentionally or unintentionally cause harm via sexual misconduct — verbally, physically, or otherwise — to students, employees, peers, other teachers, or members of the public through any action.

Code Principle 5 — Do No Harm

Under Code Principle 5, Kundalini Yoga Teachers must **do no harm**. Teachers will take reasonable steps to do no harm and will not intentionally or negligently cause harm to students, employees, peers, other teachers, or members of the public through any action or inaction, such as failing to report a serious ethical violation. *Teachers must report any known violation of this Code to EPS*. For the purposes of safety, Teachers are prohibited from teaching

yoga while under the influence of alcohol, drugs, or any other substance that leads to impaired judgment or cognitive function.

Code Principle 6 — Actively Include All Individuals

Under Code Principle 6, Kundalini Yoga Teachers must **follow the KRI Inclusion Policy**. Teachers must not discriminate against *anyone*, and should actively include all individuals.

Code Principle 7 — Respect Student-Teacher Relationships

Under Code Principle 7, Kundalini Yoga Teachers must **follow the KRI Respectful Student-Teacher Relationships Policy**. A Teacher recognizes that the student-teacher relationship has an inherent power imbalance and consciously avoids any relationship with a student that may be exploitative of this power dynamic in any way.

Code Principle 8 — Maintain Honesty and Integrity in Communications

Under Code Principle 8, Kundalini Yoga Teachers must **follow the KRI Communication Policy**, and maintain honesty and integrity in communications. This principle includes a duty to both refrain from certain activities and to proactively and affirmatively make certain disclosures.

ACKNOWLEDGMENT

I have read and understand the “KRI Code of Ethics and Professional Conduct” and the policies referenced therein: KRI Anti-Harassment and Non-Retaliation Policy, KRI Sexual Misconduct Policy, KRI Inclusion Policy, KRI Respectful Student-Teacher Relationships Policy, and the KRI Communication Policy. I understand that a Teacher in breach of this Code may be subject to review by the Office of Ethics and Professional Standards. Violations of the Code can, depending upon severity, result in consequences, including prohibition from representing 3HO, IKYTA, KRI, and Kundalini Yoga as taught by Yogi Bhajan® in any capacity as a Kundalini Yoga Teacher, termination of KRI Teacher Trainer status, and Termination of IKYTA Membership (Good Standing). By signing below, I attest to the above, and to understanding and agreeing to the policy that any final Decision involving a Suspension or Revocation will be a public document.

Signature

Date

Name (Printed)

Lifestyle Guidelines for Teachers of Kundalini Yoga as Taught by Yogi Bhajan®

These guidelines are not ethical in nature. The full range of Kundalini Yoga teachings are not diminished or compromised by the choices any Teacher makes.

The goal of practicing Kundalini Yoga, as with other yoga traditions, is to transcend the limitation of the ego-self and unlock each individual's full human potential. Toward this end, the Kundalini Yoga body of teachings includes many lifestyle guidelines. Rather than moral teachings of right versus wrong, these guidelines are based on long experience and observation as to what choices and behaviors will or will not best promote our physical, mental, and spiritual wellbeing.

Yogic teachings are clear about avoiding practices that detract from one's spiritual growth and yogic practice. Every person has the right to make their own choices regarding these guidelines. **Neither KRI nor EPS regulate these choices outside of a Kundalini Yoga environment.**

Kundalini Yoga lifestyle teachings include (but are not limited to) the following:

- Commitment to a daily spiritual practice that includes Kundalini Yoga and meditation.
- Commitments to the continuous improvement of their professional knowledge and skills.
- Commitment to building and supporting the 3HO Global Community by embracing diversity, willingness to collaborate, and acting for the benefit of all.
- Be an integral contributing member of Kundalini Yoga-related international (and national, where appropriate) organizations: 3HO, IKYTA and NKYTAs, KRI, and EPS¹ and represent the professional and ethical policies of these organizations.
- Maintain a lacto-vegetarian diet.
- Maintain long, natural length hair.
- Wear appropriate white, natural fiber clothing while teaching.
- Teach Kundalini Yoga with the entire top of the head covered with a white, natural fiber head covering.
- Abstain from use of tobacco, alcohol, and/or non-prescribed drugs.

A Teacher's choice to not practice some or all of the above lifestyle teachings is NOT an ethical lapse and is not subject to Complaint Procedures under the Code of Ethics & Conduct Policy.

These guidelines are best practices for maintaining the highest frequency of a Kundalini Yoga Teacher.

¹ 3HO: The 3HO Foundation/Healthy Happy Holy Organization; IKYTA: International Kundalini Yoga Teachers Association; NKYTAs: National Kundalini Yoga Teachers Associations (over 25 member nations); KRI: Kundalini Research Institute; and EPS: Office of Ethics and Professional Standards and Conscious Conflict Resolution.

KRI Scope of Practice

Introduction

The KRI Scope of Practice (SOP) applies to every KRI-certified Kundalini Yoga teacher. KRI-certified Teachers make a commitment to high standards of competency and ethics. This SOP is part of that commitment and provides a specific description of teaching Kundalini Yoga as taught by Yogi Bhajan® (also referred to as “the Teachings of Kundalini Yoga”).

Guidance for the Scope of Practice

SOP Principle 1— Teach Kundalini Yoga Within Scope

SOP Principle 1 allows KRI Certified Kundalini Yoga Teachers to **teach yoga** and to offer instruction and education on Kundalini Yoga practices and principles that responsibly reflect the level of yoga education, training, and experience of both the teacher and the student(s). Teachers may teach yoga in a group, in a one-on-one setting, or online/other media (live or prerecorded).

Kundalini Yoga Teachers are not qualified to diagnose or treat medical conditions, either physical or mental. This principle does not limit a licensed healthcare practitioner or certified professional from practicing according to their respective scopes of practice outside of a Kundalini Yoga class setting. For example, a licensed healthcare practitioner would not practice that profession within a Kundalini Yoga class. KRI recognizes the powerful healing potential in our practices, but our teacher certifications qualify a Teacher to teach to healthy individuals, not to practice Yoga Therapy – which would require additional training and certification.

KRI Certified Kundalini Yoga Teachers must limit teaching within the Kundalini Yoga class setting to practices and learnings that align with the practices and teachings of Kundalini Yoga, and any other, non-contradictory styles or methodologies from other yogic traditions for which the teacher is qualified.

1. A Teacher acknowledges that they are part of the Golden Chain by beginning every class with the Adi Mantra, chanting, “Ong Namō Guru Dev Namō,” at least 3 times and ending every class with at least one long “Sat Nam.”
2. A Teacher teaches kriyas as they were taught, with the exception of reducing the timing of postures, or providing variations of postures when necessary to accommodate physical limitations of students.
3. A Teacher does not combine teachings or practices from other systems into a Kundalini Yoga kriya.
4. In the event a student asks a Kundalini Yoga Teacher to diagnose or treat them, the Teacher must advise students to seek professional care, or, if the Teacher is a licensed healthcare provider, they may offer to treat the student in their office upon request.
 - a. Unless the Teacher is both competent and properly credentialed in the specific field in which they seek to provide services, advice, or products, the Teacher must (1) gain competence and proper credentials, (2) engage the services of or refer the student to a competent and properly credentialed professional, or (3) decline to provide such service or advice.

- b. Teachers may, at their own discretion, provide referral lists of locally available resources for students, including but not limited to law enforcement, suicide prevention hotline, sexual abuse hotline, The Office of Ethics & Professional Standards and Conscious Conflict Resolution (EPS) complaint hotline, etc.
5. KRI teaching credentials must never be used to imply competency or to promote the Teacher in fields not specifically included in KRI's Scope of Practice.
6. This Principle does not discourage teachers-in-training from leading a Kundalini Yoga class prior to completing their Level I certification.

SOP Principle 2 — Adjust Posture or Practice Only Verbally, not Physically

SOP Principle 2 disallows Teachers from adjusting or correcting a student's or trainee's posture via physical touch in the teaching and practice of a Kundalini Yoga Kriya, whether student consent is obtained or not.

SOP Principle 3 — Provide Sources when Sharing Information

SOP Principle 3 encourages Teachers to accurately cite sources when providing instruction in yogic philosophy, history, anatomy, and other topics. These may include the Teacher's own personal commentary or opinion from many sources.

SOP Principle 4 — Maintain a Teaching Environment in Alignment with the Teachings

SOP Principle 4 requires Teachers to ensure that locations where Kundalini Yoga is being taught are maintained in alignment with the Teachings of Kundalini Yoga.

1. A Teacher ensures that food or beverages, if served at any Kundalini Yoga class, course or event, are vegetarian.
2. A Teacher does not permit the use of alcohol, tobacco, or recreational drugs at any Kundalini Yoga class, course or event.

KRI Inclusion Policy

Teachers **must not discriminate against *anyone***, and should **actively include *all individuals***. Teachers are expected to go beyond basic legal prohibitions against discrimination and, within their scope of practice, actively include, accommodate, and welcome all who wish to be included in the practice of Kundalini Yoga. Inclusion is based on the following four principles: Do Not Discriminate, Seek Active Inclusion, Provide Reasonable Accommodations, and Establish Reasonable Physical Location.

Do Not Discriminate

Teachers must not discriminate against students, employees, staff, peers, or any other teachers on the basis of age, gender, gender identity, 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.

Seek Active Inclusion: Teachers must actively include, accommodate, and welcome persons who are typically excluded on the bases named above in “Do Not Discriminate,” or any other stereotypical groups that are discriminated against within a culture due to bias, as a committed practice towards creating equity.

Inclusion Exception: Apart from discrimination, in some cases it may be necessary to exclude an individual based on disruptive behavior or any behavior creating an unsafe or hostile yoga environment, and where:

1. The Teacher has previously discussed with the student appropriate and inappropriate behaviors in the yoga environment and warned the student that should the inappropriate behavior continue, they may be barred from further classes; ***or***
2. The behavior is egregious enough in creating a disruptive, hostile, and/or unsafe environment, that the student is asked to immediately leave.

Provide Reasonable Accommodations

Kundalini Yoga Teachers need to understand and facilitate, to the best of their ability, reasonable accommodations for people with disabilities. Teachers are responsible for complying with disability laws and regulations applicable in their jurisdictions. The United Nations Department of Economic and Social Affairs provides this helpful resource: [Disability Laws and Acts by Country/Area](#).

Establish Reasonable Physical Location: Teachers should carefully consider the safety and accessibility of the physical location(s) of their yoga classes and workshops.

Active Inclusion Suggestions

Listed below are *suggestions* for ways to promote inclusion and actively include members of the community.

- Photographs used on websites, flyers, and marketing tools represent the diversity of the area's population.
- All students and visitors are treated with the same respect, professionalism, and kindness.
- Classes and courses are reasonably priced and comparable to other yoga or exercise studios in the area.
- Classes are offered for seniors and the differently abled.
- Teachers and yoga center employees participate in community service projects.
- Studio/yoga space elements borrowed from other cultures and traditions (e.g., singing bowls, statuettes, symbols, art, items for sale, etc.) have an explainable and meaningful use, presence, or history that is helpful to students and their practice.
- Studio/class location is accessible (e.g., convenient to public transportation, nearby free or affordable parking, safe neighborhood, offering zoom/online classes)

EPS receives and addresses complaints regarding breaches of the KRI Inclusion Policy. For details, see the EPS [Complaint Procedure](#).

KRI Anti-Harassment and Non-Retaliation Policy

Purpose

To help ensure that Kundalini Yoga environments, including student-teacher relationships, are free from harassment and retaliation.

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, 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 characteristics such as 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; following; harassing photography or recording; sustained and intentional disruption of class or other events; and unwelcome physical contact.

Retaliation: Any adverse action or threat taken or made (including through third parties and/or legal counsel) against an individual believed to have made a report of prohibited conduct or to be participating in any investigation or proceeding related to a reported violation of the KRI Code of Ethics & Conduct or any other KRI policy.

Retaliation includes, *but is not limited to*:

- Threats, intimidation, harassment, or any other behavior that would discourage a reasonable person from reporting or participating in the investigation or proceeding related to the prohibited conduct.
- Maliciously and/or intentionally interfering with, threatening, or harming the academic or professional career or reputation of an individual before, during, or after the investigation, enquiry process, decision, and resolution of a report of prohibited conduct in response to and/or on account of the report of the prohibited conduct.
- Causing physical harm to an Individual or their property in response to and/or on account of the report of prohibited conduct.

- Purposeful or malicious reporting of false grievances regarding an Individual.

Prohibited Conduct

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

1. Harassment of any person. All methods and forms of harassment, e.g., whether in-person, through online activities, or by any other means, are prohibited.
2. Retaliation by a Teacher against any person(s) who has reported or who is believed to have reported any instance(s) of violations of the KRI Code of Ethics & Conduct or any other KRI policy, or who is involved or who is believed to be involved in an investigation or proceeded relating to such report.
3. Sexual harassment by a Teacher of any person. **See:** KRI Sexual Misconduct Policy.

Reporting, Investigation, and Determination

Reporting, investigation, and determination of violations of this Policy will be in accordance with the [EPS Complaint Procedure](#).

KRI Respectful Student-Teacher Relationships Policy

For the purposes of this policy, a Kundalini Yoga Teacher is a teacher in relation to any Kundalini Yoga student anywhere there is a power imbalance. If by any reputation or circumstance you have the status of being a Kundalini Yoga teacher or trainer, students may easily perceive you in such a way as to demand special care on your part before entering into a relationship. This is true even if a given student does not attend your yoga classes or relate to you as “their teacher” or “their spiritual teacher.” The Teacher must be sensitive to the inherent power imbalance based on students’ possible perceptions of the Teacher.

Kundalini Yoga teachers, trainers, and trainees (collectively “Teachers”) recognize that the student-teacher relationship has an inherent power imbalance within which the student has an implicit trust in the Teacher. A Teacher consciously avoids any relationship with a student that may be exploitative of this power dynamic in any way.

Employment, Work Exchange, and Seva Relationships: Teachers must abide by the rules of all governing agencies, including but not limited to: local, state, provincial, national, and/or federal laws and regulations when hiring, working with, or engaging students, employees, or other teachers.

Keep it Professional. The work or seva relationship must remain in the realm of professional transactions. For example, it would *not* be appropriate to request or require a student to provide laundry service for a Teacher as seva or work exchange. Helping to clean the yoga room after class or serving as receptionist/check-in for the class or studio *could* be an appropriate exchange for a yoga class pass or as a seva opportunity.

1. **Non-monetary work exchanges** - Teachers are strongly encouraged to commit the details of such agreements to writing, clearly defining the responsibilities in terms of required hours and type of work to be performed and in exchange for what benefit, to decrease possible tensions and misunderstandings.
2. **Non-compensated service**
 - a. The practice of *seva* may be a required element of Teacher Training and Academy advancement.
 - b. In the case of “voluntary” seva/non-compensated service no student should be pressured to participate or made to feel excluded in any way for declining to participate.
3. In either case (work exchange or seva) the work performed must not be for a Teacher’s personal gain or benefit (See “Keep it Professional” above).

Physical Posture Adjustments Adjusting or correcting the posture of students and trainees via physical touch by a Teacher is not allowed in the teaching and practice of a Kundalini Yoga Kriya, whether student consent is obtained or not.

Consent to Record: Teachers must not photograph, record video, or capture any other imagery in any other medium, nor use such imagery or such person's likeness, without the consent (ideally in writing) of the students, trainees, or members of the public who are included in such photography, video, and imagery.

Romantic and/or Sexual Relationships

The Teacher will not enter into a new romantic and/or sexual relationship with a student or trainee, even when a student invites or consents to such a relationship.

Financial or Business Relationships

All forms of financial involvement by Teachers with students (other than payment for teaching services or products for sale) are discouraged. Financial involvement includes but is not limited to loans, substantial gifts, and business partnerships.

Teachers should, in all business and marketing activities, maintain integrity and respect for the students' right to receive teachings and participate without pressure of any kind, including: financial pressure or social pressure, e.g., expectation of inclusion (or exclusion) *or* promises of a special status (or lesser status), by participation (or not).

Professional relationships and transactions must not be experienced by the student as being pressured or coerced. In the case of a business/financial relationship the Teacher must exercise special care that the Teacher-student relationship and its inherent power imbalance do not enter the business relationship. Teachers are strongly encouraged to seek mentor and/or counselor guidance before entering and during any such relationship. Financial or business relationships between a student and teacher, if reported as concerning, may be subject to review.

Change in Relationship

If the Teacher and student/trainee/mentee mutually agree to move forward with a romantic/sexual relationship and/or a financial relationship as described above, and if the student or trainee desires to continue their practice/study of Kundalini Yoga, the Teacher may, if the student so requests, assist them in finding an alternate teacher. The Teacher must then allow sufficient time wherein the student ceases classes with the Teacher and establishes studies with the new teacher, before pursuing the desired relationship. This transition period is essential to ensure the power imbalance is no longer at play within the relationship.

Reporting, Investigation, and Determination

Reporting, investigation, and determination of violations of this Policy will be in accordance with the [EPS Complaint Procedure](#).

KRI Communication Policy

Kundalini Yoga teachers, trainers, and trainees (collectively “Teachers”) must **maintain honesty and integrity in communications**. This principle includes a duty to both refrain from certain activities and to proactively and affirmatively make certain disclosures including, but not limited to, the following:

- A. **Honesty in Communication:** Teachers must not falsely represent their professional yoga history, including but not limited to: education, training, experience, and credentials. Teachers must not plagiarize any copyrighted material and must accurately disclose the source of any teaching, writing, or resource that is not their own. Teachers must not make unsupported or exaggerated claims regarding the effects of yoga.
- B. **Integrity in Communication:** Teachers must have respectful communication with students and maintain appropriate confidentiality. Teachers respect the student’s right to question. Teachers do not retaliate against a student who has expressed concerns, criticisms, doubts or complaints.
- C. **Cultural Responsibility:** Teachers should be sensitive to cultural differences (including language, gestures, and behaviors). Teachers must also understand the existence of, and be sensitive in their actions with regard to, appropriation and commodification of elements from other cultures within contemporary yoga.
- D. **Individual Responsibility:** Teachers should establish an individual and personalized structure for periodic and ongoing peer mentoring, support, and advice as well as self-reflection, especially around yoga and yoga teaching issues they find challenging.
- E. **Ethical Responsibility:** A Teacher cultivates the ethical integrity of our culture as Kundalini Yoga teachers by seeking assistance through EPS regarding a teacher involved in what appears to be a breach of the Code of Ethics.
- F. **No Pressure:** Teachers should, in all marketing and promotional activities for products, classes, activities, and services, maintain integrity and respect for the students’ right to receive teachings and participate without pressure of any kind, including: financial pressure or social pressure, e.g., expectation of inclusion (or exclusion) *or* promises of a special status (or lesser status), by participation/purchase (or not).

Professional transactions whether marketing or sales (as above), or a seva/work relationship), must not be experienced by the student as being pressured or coerced. For example, it is fine for a teacher to promote their professional services in such a way that students are informed and feel they may choose freely (e.g., without consequence).

KRI Sexual Misconduct Policy

Sexual Misconduct is non-consensual or unwelcome sexual behavior toward any person. Many, but not all, countries have laws regarding various forms of sexual misconduct. Regardless of local laws or cultural norms regarding non-consensual sexual contact/assault and sexual harassment, all Kundalini Yoga Teachers are strictly prohibited from engaging in these activities (see “Prohibited Conduct” below) with anyone.

Note: A consensual intimate relationship between a Teacher and student may be legal, but it is still wrong (see KRI Student-Teacher Respectful Relationships policy).

Witnesses and victims of sexual misconduct/assault are encouraged to report any and all violations of local laws to the local authorities to be addressed within the legal system. In addition to this important step, or in cases where a behavior may be legal but still violates this policy, anyone who has experienced or witnessed sexual misconduct by a Teacher can report it to EPS (this may be done via the [EPS Teacher/Trainer Complaint Form](#)). See the EPS [Complaint Procedure](#) for information on how complaints are addressed.

EPS understands the sensitive nature of reporting this type of conduct and respects the emotional and physical safety needs of survivors. If you have been a victim of unwelcomed/nonconsensual sexual contact or behavior by a Kundalini Yoga Teacher and are unsure about making a report, please email eps@epsweb.org. An EPS representative will contact you to hold space and answer any questions you have about the investigative process and will not move forward with an Investigation without your express consent.

EPS does not require a police report to investigate such complaints, but it does encourage reporters of sexual misconduct to explore 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 in the U.S.A., may be responsible to report these offenses to authorities. For more information on options for reporting illegal conduct in your area, we encourage you to contact one of the organizations listed here: Sexual Misconduct Resources for further support.

Prohibited Conduct

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/sexual assault.
- **Sexual Harassment**
 - Verbal: unwelcomed sexually suggestive or explicit statements, whether through speech or written form, that create a hostile environment.
 - Non-Verbal: unwelcomed behavior creating a hostile environment, including:

- body language, such as obscene gestures, or body movements imitating sexual acts.
- indecent exposure, i.e., exposing genitalia

Also see: KRI Anti-Harassment Policy and KRI Respectful Student-Teacher Relationships Policy

Examples of Sexual Harassment include, but are not limited to the following, if unwelcomed:

- 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.