

Jaya Kula Sexual Harassment Policy

Important Note: We are in the process of convening and training a team of community members to receive and respond to sexual harassment events. Until the team is trained, please report any incidences of harassment to a member of the Jaya Kula Board of Directors.

Policy

Jaya Kula has zero tolerance for any form of harassment, including sexual harassment. Sexual harassment reinforces our sense of separateness, disturbs the energy body of the community and obstructs the transmission of teachings. It is also illegal.

At Jaya Kula teachings, events and meetings, or in any meeting place owned by or rented by Jaya Kula, it is prohibited to harass a person for any reason, including because of that person's sex, gender expression or sexual orientation.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment or assault of a sexual nature. Sexual harassment includes persisting in pursuing an unwanted or rejected sexual relationship. Sexual harassment also includes making offensive remarks about a person's gender. For example, it is unacceptable to harass a woman by making offensive comments about women in general.

Furthermore, we count as sexual harassment any attempts to seduce people with false or exaggerated claims about your knowledge of and/or accomplishment in any form of sexual sadhana, or lying to anyone about the importance or necessity of sexual sadhana to Tantrik practice in order to manipulate people into having sex with you.

While this is not an exhaustive list, *the following conduct may also constitute sexual harassment depending on the circumstances:*

- (1) Verbalizing sexual epithets and jokes; written or verbal references to sexual conduct;
- (2) Sexual- or gender-slammings commenting on an individual's body;
- (3) Commenting about an individual's body, gender identity, sexual activity, deficiencies or prowess;
- (4) Displaying sexually suggestive objects, pictures or cartoons;

- (5) Unwelcome leering, whistling or deliberate brushing against the body of another person in a suggestive manner;
- (6) Sexual gestures or sexually suggestive comments;
- (7) Inquiries into another person's sexual experiences, sexual orientation or gender identity; and
- (8) Discussion of one's own sexual activities, gender or sexual orientation.

Such behaviors, depending on the circumstances, may not constitute harassment. However, if a person feels harassed, Jaya Kula will address the circumstance as harassment, according to the policy below.

How to Report Sexual Harassment

If you believe that the actions or words of an individual in the course of Jaya Kula teachings, events or meetings, or on Jaya Kula property, constitutes sexual harassment, please inform any member of Jaya Kula's Harassment Event Action Response Team (HEART) as soon as possible. This enables Jaya Kula to address the sexual harassment, hopefully before it becomes severe or pervasive. HEART is a group of Jaya Kula community members who have received training in responding to sexual harassment.

Complaints may be made orally or in writing to any member of HEART. All complaints of sexual harassment will be reviewed and investigated promptly and impartially by HEART in alliance with the Spiritual Director. If a complaint is brought against a member of HEART or the Spiritual Director, that person(s) will recuse themselves from HEART for the duration of the investigation. Intermediate measures may be taken before completing the investigation to ensure that further sexual harassment does not occur.

In addition to reporting the offending behavior to HEART, you are encouraged to speak directly to the individual whose conduct you find objectionable if you feel comfortable doing so. Direct communication encourages a community where sexual harassment is openly addressed and cannot take root.

Jaya Kula will protect the confidentiality of allegations if requested to do so by the person bringing the complaint. However, we encourage the open airing of harassment incidences as part of our sadhana and the foundation of a healthy spiritual community.

Additionally, if we find, or suspect, that the allegation involves a serious violation of the law representing the possibility or actuality of grave harm to the complainant or to the

students or to Jaya Kula as an organization, the situation will be immediately reported to the police whether or not the complainant has expressed a desire to make a police report.

Jaya Kula will not take any action in retaliation against any person who brings or voices a complaint pursuant to this policy, or who otherwise opposes sexual harassment.

Corrective action will be taken against Jaya Kula Cruocracy Agents found to have engaged in sexual harassment. Such action may include engaging in a therapeutic reparations process, and other measures, including removal from any official role in Cruocracy.

All relevant parties will be given notice, in a timely fashion, of the outcome of the investigation of any sexual harassment complaint.