

## Jaya Kula's Harassment Policy

Important Note: We are in the process of convening and training a team of community members to receive and respond to 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, race-based harassment, gender expression-based harassment, or harassment based on age, socio-economic status, or any perceived physical or mental expressions. Harassment reinforces our sense of separateness, disturbs the energy body of the community, and obstructs the transmission of teachings. It is also illegal.

At any Jaya Kula teaching, event, or meeting; or in any meeting place owned, controlled, or rented by Jaya Kula; or during any Jaya Kula sponsored, sanctioned, or affiliated event, it is prohibited to harass a person for any reason.

Harassment can include:

- unwelcome sexual advances
- requests for sexual favors
- leering, whistling or deliberate brushing against the body of another person in a sexually suggestive manner;
- persisting in pursuing an unwanted or rejected sexual relationship;
- verbal or physical harassment based on race, sexuality, class, age, body, or gender expression;
- assault of any kind;
- verbalizing derogatory epithets and jokes based on race, sexuality, class, age, body, or gender expression;
- sharing written or verbal derogatory remarks based on race, sexuality, class, age, body, or gender expression;

- displaying derogatory objects, pictures or cartoons based on race, sexuality, class, age, body, or gender expression;
- making offensive comments about traditionally marginalized and oppressed people in general.
- Chronically wielding privilege to erase, attack, undermine, and disparage other people's speech, ideas, and experiences.

Furthermore, we count as 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 harassment depending on the context and circumstances:

- commenting on an individual's physical characteristics;
- commenting on an individual's racial identity, gender identity, age, physical characteristics, mental abilities, sexual activity, culture or socio-economic status;
- sexual gestures or sexually suggestive comments;
- inquiries into another person's history, self-expression, physical or mental condition, culture, or identity;
- 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 Harassment

Jaya Kula's Harassment Event Action Response Team (HEART) is a group of Jaya Kula community members who have received training in responding to 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 harassment, please inform

any member of HEART as soon as possible. This enables Jaya Kula to address harassment, hopefully before it becomes severe or pervasive.

Complaints may be made orally or in writing to any member of HEART. All complaints of 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 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 harassment is openly addressed and cannot take root. At your request, HEART members will provide support to the best of their ability in order to facilitate this communication.

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 harassment.

Corrective action will be taken against Jaya Kula Cruocracy Agents found to have engaged in harassment. Such action may include engaging in a therapeutic reparations

process and 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 harassment complaint.