

# Jaya Kula's Harassment Policy

## Version 3.0

### Zero Tolerance

Jaya Kula has zero tolerance for any form of harassment, including harassment based on race, color, sex, sexual orientation, gender, gender identity, gender expression, national origin, ancestry, caste, religion, mental or physical disability, age, socio-economic status, marital status, medical condition, military status, or physical attributes.

Harassment creates a hostile environment and reinforces our sense of separateness. It disturbs the energy body of the community, undermines our mission, 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; or on any Jaya Kula social media or collaborative online platform, it is prohibited to harass a person for any reason.

Harassment may be perpetrated by Jaya Kula employees, sevites (volunteers), and community members, as well as by visiting teachers, guests, and contractors engaged by Jaya Kula.

### Harassment based on any of the categories listed above 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, visual, or physical harassment;
- assault of any kind;

- verbalizing or visually displaying derogatory epithets and jokes;
- sharing written or verbal derogatory remarks;
- displaying derogatory objects, pictures, or cartoons;
- making offensive comments; and
- chronically wielding privilege to erase, attack, undermine, and disparage other people's speech, ideas, and experiences.

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. Such behaviors *may not* constitute harassment. However, if a person feels harassed, Jaya Kula will investigate the circumstance as potential harassment.

- commenting on an individual's physical characteristics;
- commenting on an individual's racial identity, gender identity, age, physical characteristics, mental abilities, sexual activity, culture, country of origin, caste, or socio-economic status;
- 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.

According to the State of California, one or two annoying or mildly offensive comments usually do not rise to the level of harassment. But you can *still* bring your experience to Shambhavi, a BOD member, or Devamadhu. We will work with you and other relevant parties to remedy the situation.

## How to Report Harassment

Jaya Kula's Board of Directors and Devamadhu have received California-compliant 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, or on a Jaya Kula social media or collaborative online platform constitute harassment, please inform any member of the BOD or Devamadhu as soon as possible. This enables Jaya Kula to take reparative action and to address harassment, hopefully before it becomes severe or pervasive. Current Board members are: Shambhavi, Gangotri, Matri, Nirmana, Alexandra, and Sahaji.

Complaints may be made orally or in writing. Ultimately, all complaints of harassment will be notated in writing, reviewed by the Board of Directors, and investigated promptly and impartially. If a complaint is brought against a member of the BOD, the Spiritual Director, or Devamadhu, that person(s) will recuse themselves for the duration of the investigation. Intermediate measures may be taken before completing the investigation to ensure that further harassment does not occur.

You may also choose to speak to Shambhavi about your experience and *not* make a formal complaint. However, your experience will be documented for your and Jaya Kula's protection in case the situation escalates. If a serious crime has occurred, or if credible threats of bodily injury have occurred, Jaya Kula reserves the right to take any steps deemed necessary to protect you and the community.

## **Confidentiality**

In order to investigate reports of harassment, it may be necessary to question the person or persons named as perpetrators and perhaps bystander witnesses. In some cases, Shambhavi may ask the complainant for permission to address the entire Mandala about the situation. This would be done in order to protect other community members and when transparency can usefully become an aspect of our sadhana and support a healthy spiritual community.

If we find that the incident involves threats of violence or actual assault and the potential or actuality of physical harm to the complainant, or potential physical harm to other students, the situation may be immediately reported to the police whether or not the complainant has expressed a desire to make a police report. In general, though, reports of harassment will be shared only on a need-to-know basis. We will maintain confidentiality other than as is needed to investigate and take appropriate action.

## **Retaliation**

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. Jaya Kula will in addition do its utmost to protect people reporting harassment from any form of retaliation. Community members are encouraged to report any incidences of retaliation of which they become aware.

## **Jaya Kula's Response to Complaints**

1. The person to whom you initially report the harassment will listen to your complaint, will review your report with you to make sure it is understood, and will take notes if not provided by you. You will be asked how you would prefer the incident to be resolved. The BOD will take your preferences into consideration, but may ultimately choose a different course of action. You will be asked to read over any notes before they are shared with the Board of Directors in order to insure that your complaint is accurately represented.
2. The BOD will investigate your allegation and may interview the named perpetrator(s) and any bystander witnesses. When necessary, the BOD will call on external, expert support in order to properly investigate complaints.
3. The BOD will then let you know both orally and in writing the outcome of the investigation and what reparative, preventative actions it intends to take, suggest, and/or require, if any. Other relevant parties may also be given notice of outcomes of investigations as is appropriate.
4. Actions may include mediating conversations between complainants and perpetrators; referring people to outside resources for further support; requiring perpetrators to participate in educational and/or reparations processes or to obtain outside support; and/or with permission of complainants, to hold Mandala-wide discussions of circumstances and issues in order to prevent further harm and support our sadhana together.
5. The BOD reserves the right to refer cases to the police in instances of threats of violence, actual assault, or other grave crimes and to ban perpetrators from

participation in the community either in part, for specific periods of time, or in full and permanently.

6. Harassment perpetrated by members of the BOD, Jaya Kula employees, or the Mālā (the group of students running Jaya Kula) will be responded to with a requirement to engage in therapeutic, educational, and/or reparations processes and, depending on the nature of the offense, possible removal from any role in Jaya Kula teaching, management, and/or administration.
7. In the most egregious cases, should they occur, perpetrators will be required to entirely withdraw from any participation in Jaya Kula.