

# KRI Respectful Student-Teacher Relationships Policy

## 互相尊重之师生关系政策

This policy refers to all Kundalini Yoga teachers, trainers, mentors and trainers-in-training collectively as “Teachers” and to all students, trainees or mentees collectively as “Students”. 本政策将所有昆达里尼瑜伽教师、培训师、导师和受训培训师统称为“教师”，将所有学生、受训者或学员统称为“学生”。

Kundalini Yoga 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 refrains from any relationship with a Student that may be exploitative of this power dynamic in any way.

昆达里尼瑜伽教师认识到师生关系有一种内在的权力不平衡，在这种关系中，学生对教师有一种隐性的信任。教师有意识地避免与学生发生任何可能以任何方式利用这种动态权力的关系。

For the purposes of this policy, a Kundalini Yoga Teacher is a teacher in relation to all Kundalini Yoga Students (this includes Students who do not attend the Teacher’s classes or relate to them as “their Teacher” or “their spiritual Teacher”) and other members of the community, wherever/whenever there is such a power imbalance. If by reputation or circumstance a person has the status of being a Kundalini Yoga Teacher, they must be aware of the inherent power imbalance and its potential harm within any kind of private or business relationship with a student.

在此政策中，昆达里尼瑜伽教师对所有昆达里尼瑜伽学员（包括没有参加教师课程或不把教师作为“他们的老师”或“他们的灵性导师”的学员）和社区其他成员来说都是教师，无论何时何地都存在着这种权力不平衡。如果一个人拥有昆达里尼瑜伽教师之身份，无论是名誉上还是实质环境中的，他们必须意识到内在的权力不平衡，以及在与学生的任何一种私人或商业关系中的潜在危害。

**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.

雇佣关系、工作交换，及 **Seva(服务)**关系。教师在雇用学生、雇员或其他教师时，必须遵守所有管理机构的规定，包括但不限于：地方、州、省、国家和/或联邦法律法规。

*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.

保持专业性。工作或 **seva(服务)**关系必须保持在专业的范畴内。例如，请求或要求学生为教师提供洗衣服务作为 **seva** 或工作交换是不合适的。下课后帮助打扫瑜伽教室，或担任课堂或工作室的接待员/签到，可以作为参加瑜伽课程的适宜交换，或作为一次 **seva(服务)**机会。

- 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.

1. 非金钱性质的工作交换--我们强烈建议教师将此类协议的细节写成书面材料, 明确界定所需工作时间和工作类型的责任, 以换取什么利益, 以减少可能的紧张和误解。

## 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.

## 2. 非补偿性服务

- a. 实践服务可能是教师培训和学院晋升的一个必要因素。
  - b. 在 “自愿” 服务/无偿服务的情况下, 不应强迫学生参与, 也不应让他们因拒绝参与而感到被排斥。
3. 无论哪种情况(工作交换或 *seva*), 所做的工作都不能是为了教师的个人利益或好处。

**Consent to Record:** In respect for students’ and others’ privacy regarding use of their likeness (photo, video, etc.) or spoken words, Teachers will obtain the individuals’ written or verbal consent prior to taking and/or publicizing any photographs or video/audio recordings.

征求录制之权限: 为了尊重学生和他人的隐私, 在使用他们的肖像(照片, 视频等)或话语, 教师须获得对方的书面或口头同意, 然后再拍摄和/或公开任何照片或视频/音频记录。

## Financial or Business Relationships

### 财务或商业关系

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.

我们不鼓励教师与学生有任何形式的经济往来(除教学服务或产品销售的费用外)。财务关系包括但不限于贷款、贵重礼品及商业合作。

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).

在所有的商业和市场活动中, 教师应保持正直且尊重学生的权利, 让他/她们不带任何压力地接收教导及参与(活动)。压力包括经济压力或社会压力, 例如, 参加(或没有参加教师组织的课程/活动), 会有何所得(错失)或拥有某种特殊地位的承诺(否则将不会有此地位)。

A common, potentially challenging area of business relationship exists between a teacher training organizer and the lead trainer. Given the potential conflicts in this area, it is recommended that a KRI representative or other third party be engaged to assist in their reaching mutual agreements that ensure fairness and empowerment to all parties involved in hosting, organizing and teaching at the teacher training.

教师培训组织者和主培训师之间存在一个常见的、具有潜在挑战性的商业关系领域。鉴于这一领域的潜在冲突, 建议聘请 KRI 代表或其他第三方协助他们达成相互协议, 确保参与主办、组织和教授教师培训的各方都能获得公平及授权。

#### Change in the Nature of the student-teacher relationship to a business one:

##### 将师生关系的性质改变为商业关系:

As per the teachings, Teachers are encouraged not to be solely financially dependent on teaching Kundalini Yoga (therefore, on their students) in order to maintain neutrality, integrity and the best interest of the students. Teachers are also encouraged to abide by the tenets expressed in the Financial or Business Relationships section above.

根据教导, 我们鼓励教师不要只依赖教授昆达利尼瑜伽为生(因此, 对他们的学生), 以维持中立性、完整性及学生的最佳利益。我们也鼓励教师遵守上述财务或商业关系中的条款。

Should both parties mutually desire to enter into a more involved business relationship, the Teacher bears the sole responsibility of the decision. Professional relationships and transactions must not be experienced by the student as being pressured or coerced. The Teacher must exercise special care that the student-teacher 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.

如果双方都希望建立更多的商业关系, 教师要对这一决定负全责。职业关系和交易不能让学生感到有压力或被胁迫。教师必须特别注意, 师生关系及其固有的权力不平衡不应进入到商业关系中。我们强烈鼓励教师在进入任何此类关系之前和期间寻求导师和/或咨询师的指导。

In this area, there is no set of hard and fast rules, e.g., "this is always right, and this is always wrong," that can fully capture the complexities of each situation. As we cannot capture everything in a written code, financial or business relationships between a student and teacher, if reported as concerning, may be reviewed.

在这一领域, 没有一套硬性的规则, 例如, "这样做总是对的, 这样做总是错的", 可以涵盖各种情况之复杂性。由于我们无法在书面守则中涵盖一切, 如果学生和教师之间的财务或商业关系遭到举报, 可能会被审查。

#### **Romantic and/or Sexual Relationships:**

暧昧及/或性关系。

It is understood that a Teacher will never allow or participate in seductive or flirtatious behavior or any aspect of a sexual, romantic, or intimate relationship with a Student, even when the Student appears to invite or consent to such behavior or relationship. Immediate measures should be taken by the Teacher to neutralize the situation should the Teacher sense themselves, and/or the Student, to be so inclined. It is the Teacher's responsibility to be the keeper of the neutrality and integrity in the relationship, independently and regardless of the Student's behavior.

须了解, 教师决不允许或参与诱惑或调情行为, 或与学生发生任何方面的性、暧昧或亲密关系, 即使学生似乎邀请或同意这种行为或关系。如果教师觉得自己和/或学生有此倾向, 应立即采取措施, 以消除这种情况。教师有责任在这一关系中保持中立和完整, 而不论学生的行为如何。

If the Teacher realizes they cannot keep the neutrality in the relationship, it is their responsibility to:

如果教师意识到他们不能保持关系的中立性, 他们有责任:

- immediately and gracefully cease teaching the Student in classes, workshops, trainings, etc.  
立即并优雅地停止在课堂、工作坊、培训等方面继续教导该学生。
- allow the Student's smooth transition to another Teacher and assist if requested, and  
允许学生顺利过渡到另一位教师, 并在需要时提供协助, 以及
- look for appropriate (KRI, EPS or other) counseling/mentoring or even therapy in order to regain the neutrality which is an integral part of their commitment as a Teacher.
- 寻找适当的(KRI、EPS 或其他)咨询/辅导, 甚至治疗, 以重新获得中立性, 这是他们作为教师承诺的一个组成部分。

***Also see: "Understanding Power and Vulnerability in the Student-Teacher Relationship"***

另见:"了解师生关系中的权力和脆弱性

**Reporting, Investigation, and Determination 举报、调查、决策**

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

违反本政策的举报、调查和决策将按照 EPS 的投诉程序来执行