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KUNDALINI RESEARCH INSTITUTE

KRI Anti-Harassment and Non-Retaliation Policy

KRI 反骚扰及非报复政策

Purpose

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

保护昆达里尼瑜伽大家庭的环境，包括师生关系免受骚扰与报复性行为的影响。

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.
定义

骚扰:不受欢迎的口头或非口头行为:(i) 该行为诋毁或对他/她人显示敌意或反感，其目的或效果是不合理地妨碍对方工作，学习或其他活动，(ii)忍受这种冒犯性行为成为维持关系的条件，和/或 (iii)该行为的目的或效果是营造一种环境，使一个理性的人会认为该环境具有恐吓性，敌意或侮辱性。

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.
骚扰包括侮辱性绰号、诽谤、辱骂、负面刻板印象、侮辱、嘲笑、威胁、恐吓或敌意的行为、贬损性的笑话、以及基于个人或群体的隐私，展示表现出敌意或厌恶的书面或图形材料。

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.
骚扰包括但不限于:对年龄、性别、性别认同、代称、性取向、种族、民族、文化、国籍、宗教、体型、身体或心智能力、社会经济地位、婚姻状况、政治活动或立场等特征相关的冒犯性口头评论;或任何其他被当地、州、省、国家及联邦法律法规禁止的言论;蓄意恐吓;跟踪;骚扰性的拍摄或录音;持续且故意地扰乱课堂或其他活动;以及不受欢迎的身体接触。

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.

报复:任何针对被认为举报了违禁行为或正在参与与举报的违反 KRI 道德规范和行为准则或其他 KRI 政策相关的调查或诉讼的个人，采取或做出的不利行动或威胁（包括通过第三方和/或法律顾问）。

Retaliation includes, *but is not limited to*:

报复包括，但不限于:

- 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.
- 威胁，恐吓，骚扰或任何其他可能会阻止一个理智的人报告或参与与违禁行为相关的调查或诉讼的行为
- 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.
- 在针对和/或基于举报违禁行为的调查，询问过程，决定和决议之前、之中或之后，恶意和/或故意干扰、威胁或损害个人的学术或职业生涯或名誉。
- Causing physical harm to an Individual or their property in response to and/or on account of the report of prohibited conduct.
- 针对和/或基于举报违禁行为而对个人造成身体或财产损害
- Purposeful or malicious reporting of false grievances regarding an Individual.
  故意或恶意举报有关个人的虚假投诉

Prohibited Conduct

违禁行为

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

昆达里尼瑜伽教师，培训师或实习培训师（统称“教师”）不得有以下行为:

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.
   骚扰任何人。各种方式和形式的骚扰，例如:面对面，通过线上活动，或任何其他方式，都是被禁止的。

2. Retaliation against any person(s), whether directly or indirectly through an agent, 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 by Teacher, or who is involved or who is believed to be involved in an investigation or proceeded relating to such report.
对任何举报或被认为举报了教师违反KRI道德规范与行为准则或任何其他KRI政策的行为，或参与或被认为参与了与此类举报相关的调查或诉讼的人员，直接或间接通过代理人进行报复。
3. Sexual harassment by a Teacher of any person. ***See:*** KRI Sexual Misconduct Policy.
教师对任何人的性骚扰。查阅:KRI不端性行为政策

Reporting, Investigation, and Determination
Reporting, investigation, and determination of violations of this Policy will be in accordance with the EPS Complaint Procedure.
举报，调查及判定

对违反本政策的行为，将按照 EPS 投诉程序 进行举报，调查及判定。