

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) 诋毁或对他/她人显示敌意或反感及带有目的性地, 没有理由地妨碍对方工作, 学习或其他活动, ii) 忍受冒犯性行为成为一种持续性的境况, 及/或 iii) 该行为带来任何理性之人会感到紧张, 敌意或侮辱性氛围之结果

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.

骚扰包括侮辱性词汇、诽谤、点名、消极刻板印象、侮辱、戏弄、威胁、制造紧张或敌意的行为、贬损性的笑话、以书面或详尽材料公开个人或群体之隐私, 以表现对对方的敌意或反感。

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: 对个人特征, 如年龄、性别、性别身份、代称、性倾向、种族、人种划分、文化、国籍、宗教、血型、身体或心智能力、社会经济地位、婚姻状况、政治活动或立场进行口头冒犯; 或其他地方、州、省、国家及联邦法律法规禁止之行为; 蓄意制造紧张; 跟踪; 骚扰性的拍摄或录音; 持续性的, 故意地影响课堂或其他活动; 令人反感的身体接触。

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: 任何针对向 KRI 举报违反 KRI 伦理道德行为准则或其他 KRI 政策之行为的个人或就违反 KRI 伦理道德行为准则或其他 KRI 政策之行为而参与调查或诉讼之人, 发起不利行动或威胁(包括通过第三方及/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, 制造紧张, 骚扰或任何可能干扰到个人就被禁止之行为作汇报或参与调查或诉讼之行为
- 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.
- 为回应被举报之不当行为而进行调查, 查询处理, 作决策, 决议之前, 之中及过后, 存心不良地及/或故意地干扰, 威胁, 损害个人的学术或职业生涯或个人名誉。
- Causing physical harm to an Individual or their property in response to and/or on account of the report of prohibited conduct.
- 对个人就其举报不当行为一事而实施身体或财产损害
- Purposeful or malicious reporting of false grievances regarding an Individual.
对个人发起有目的的或存心不良的虚假申诉

Prohibited Conduct

禁止行为

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”)不得有以下列举之行为:

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.
1. 骚扰任何人。各种方式及形式的骚扰, 如: 面对面, 通过线上活动或任何其他手段的骚扰, 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.
2. 自己直接或通过代理人(机构)间接报复, 举报违法 KRI 伦理道德行为准则或 KRI 其他政策之人或参与协助调查与诉讼之人
3. Sexual harassment by a Teacher of any person. **See:** KRI Sexual Misconduct Policy.
3. 教师对任何人的性骚扰。 **查阅:** 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, 调查及决策

对此文件所列之政策之举报, 调查及决定将依照EPS 投诉流程进行。