KUNDALINI RESEARCH INSTITUTE

*Effective date: April 1, 2022*

**English | 简体中文 | 繁體中文 | Español | Français | Deutsche | Italiano | Português | Русский | čeština**

# KRI Anti-Harassment and Non-Retaliation Policy

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

**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.

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.

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.

**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.

Retaliation includes, *but is not limited to*:

- 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.

- 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.
- Causing physical harm to an Individual or their property in response to and/or on account of the report of prohibited conduct.
- Purposeful or malicious reporting of false grievances regarding an Individual.

**Prohibited Conduct**
Kundalini Yoga teachers, trainers, and trainees (collectively "Teachers") are prohibited from the conduct outlined below:

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.
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.
3. Sexual harassment by a Teacher of any person. ***See:*** KRI Sexual Misconduct Policy.

**Reporting, Investigation, and Determination**
Reporting, investigation, and determination of violations of this Policy will be in accordance with the EPS Complaint Procedure.