



Effective date: April 1, 2022

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## KRI Sexual Misconduct Policy

Sexual Misconduct is non-consensual or unwelcome sexual behavior toward any person. Many, but not all, countries have laws regarding various forms of sexual misconduct. Regardless of local laws or cultural norms regarding non-consensual sexual contact/assault and sexual harassment, all Kundalini Yoga Teachers are strictly prohibited from engaging in these activities (see “Prohibited Conduct” below) with anyone.

*Note:* A consensual intimate relationship between a Teacher and student may be legal, but it is still wrong, until such time as the power imbalance inherent in a student-teacher relationship has been consciously addressed and removed (see KRI Student-Teacher Respectful Relationships policy).

Witnesses and victims of sexual misconduct/assault are encouraged to report any and all violations of local laws to the local authorities so as to be addressed within the legal system. In addition to this important step, or in cases where a behavior may be legal but still violates this policy, anyone who has experienced or witnessed sexual misconduct by a Teacher can report it to EPS (this may be done via the [EPS Teacher/Trainer Complaint Form](#)). See the EPS [Complaint Procedure](#) for information on how complaints are addressed.

EPS understands the sensitive nature of reporting this type of conduct and respects the emotional and physical safety needs of survivors. If you have been a victim of unwelcomed or nonconsensual sexual contact or behavior by a Kundalini Yoga Teacher and are unsure about making a report, please email [info@epsweb.org](mailto:info@epsweb.org). An EPS representative will contact you to hold space and answer any questions you may have about the complaint enquiry process so you may better decide if you wish to submit the concern as a formal complaint.

### Prohibited Conduct

**Sexual Misconduct:** Unwelcome conduct of a sexual nature, whether physical, verbal, or non-verbal in nature:

- **Non-Consensual Sexual Touching:** a broad term that refers to any deliberate non-consensual touching of a person’s body, which conduct can



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range from unwanted touching, such as fondling, up to, and including, non-consensual sex/sexual assault.

- **Sexual Harassment**

- Verbal: unwelcomed sexually suggestive or explicit statements, whether through speech or written form, that create a hostile environment.
- Non-Verbal: unwelcomed behavior creating a hostile environment, including:
  - body language, such as obscene gestures or body movements imitating sexual acts.
  - indecent exposure, e.g., exposing genitalia or disrobing to such a degree that it creates discomfort or a hostile environment

**Also see:** KRI Anti-Harassment Policy and KRI Respectful Student-Teacher Relationships Policy

Examples of Sexual Harassment include, but are not limited to the following, if unwelcomed:

- Sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life, commentary on an individual's body, commentary about an individual's sexual activity, deficiencies, or prowess;
- Displays of sexually suggestive objects, pictures, or cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, or suggestive or insulting comments;
- Comments or conjecture about a person's sexual orientation or gender identity;
- Inquiries into one's sexual experiences; and/or
- Discussion of one's sexual activities.