

The Mindful Life Practice: Anti-Harassment Policy

Harassment Against Members of a Protected Class

We do not permit managers, employees, teachers, independent contractors, students, or others within the Mindful Life Practice Community to harass any other person because of age, gender (including pregnancy), race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, genetic information, or any other basis proscribed by law. Harassment is unwelcome verbal or non-verbal conduct, based upon a person's protected characteristic, that (i) denigrates or shows hostility or aversion toward the person because of the characteristic and which affects their employment opportunities or benefits; (ii) has the purpose or effect of unreasonably interfering with an individual's academic or professional performance; (iii) enduring the offensive conduct becomes a condition of continued employment or continued participation in a program; or (iv) has the purpose or effect of creating an environment that a reasonable person would consider intimidating, hostile, offensive, demeaning or abusive. Harassment includes epithets, slurs, name calling, negative stereotyping, insults, intimidation, 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. Petty slights, annoyances, and isolated minor incidents may not rise to the level of harassment.

Violations of this policy can occur through direct actions and communications from one person to another, whether in-person or via mail or phone or other electronic communications; or through conduct that creates a hostile environment for students or employees or others within the Mindful Life Practice Community, which may include verbal or nonverbal forms of communication, visual displays including posters or photographs, anonymous messages, graffiti, or actions that bias other members of the community against an individual.

Sexual Harassment

We do not tolerate sexual harassment in our community. Sexual harassment refers to any unwelcome sexual attention, sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; (c) such conduct has the purpose or effect of unreasonably interfering with an individual's academic or professional performance; or (d) such conduct has the purpose or effect of creating an intimidating, hostile or offensive environment. Examples of sexual harassment include unwanted and unnecessary physical contact; offensive remarks (including unwelcome comments about appearance); obscene jokes or other inappropriate use of sexually offensive language; the display in the studio of sexually suggestive objects or pictures; and unwelcome sexual advances by teachers, students, customers, clients, or other visitors to a

studio. Non-physical gesture, behavior, unnecessary physical contact, verbal suggestion, or innuendo may constitute sexual harassment.

Sexual Misconduct

We prohibit sexual misconduct in our community. Sexual misconduct is any unwelcome sexual advance including requests for sexual favors, sexual touching, and verbal, visual, or physical conduct that creates a sexually hostile environment in a yoga class or studio. Sexual misconduct exists if a teacher engages in conduct that has the result of requiring a student to submit to such conduct to obtain any benefit or privilege relating to the study or teaching of yoga. While it is not possible to list all the circumstances that may constitute sexual misconduct, the following are examples of misconduct: Verbal Harassment • Unwanted sexual teasing, stories, jokes, remarks, or questions • Sexual comments, stories or innuendo • Turning work discussions to sexual topics • Asking about sexual fantasies, preferences, or history • Asking personal questions about social or sexual life • Sexual comments about a person's clothing, anatomy, or looks • Telling lies or spreading rumors about a person's personal sex life. • Referring to an individual as a "doll," "babe," "sweetheart," "honey," or similar term • Repeatedly asking a person out on dates who is not interested • Unwanted letters, telephone calls, or sending materials of a sexual nature • Stalking on social media • Unwanted pressure for sexual favors Non-Verbal Harassment • Blocking a person's path or following • Giving unwelcome personal gifts • Displaying sexually suggestive materials • Making sexual gestures with hands or through body movements • Unwanted sexual looks or gestures Physical Harassment • Hugging, kissing, patting, or stroking • Touching or rubbing oneself sexually around another person • Unwanted deliberate touching, leaning over, cornering, or pinching • Giving an un-wanted massage • Sexually oriented asana adjustments or touch • Promising enlightenment or special teachings or status in exchange for sexual favors • Actual or attempted rape or sexual assault.

Romantic Relationships Between Students & Teachers

Teachers shall not invite, respond to, or allow any sexual or romantic conduct with a student during the period of the teacher-student relationship. Sexual or romantic interactions that occur during the teacher-student relationship constitute sexual misconduct and are unethical. Sexual or romantic interactions detract from the goals of the teaching relationship, may exploit the vulnerability of the student, may obscure the teacher's judgment concerning the student, may be detrimental to the student's well-being and damage the reputation of the yoga community. Yoga teachers must maintain professional boundaries in their relationships with students so that the best interests of the students are served. The interest of the teacher is not relevant: the art of teaching yoga is focused on serving the spiritual needs of the student. The teacher-student relationship involves an imbalance of power and any appearance that this imbalance has been exploited for the sexual purposes of the teacher is unethical. Even if the relationship is initiated by the student, it must still be avoided by the teacher. If a teacher is becoming romantically involved with a student, the teacher should end the teaching relationship. The teacher must ensure that any behavior in dealing with students is always professional and not open to misunderstanding or misinterpretation. If a relationship begins to develop, the teacher should seek the guidance of school management.