

KSC ETHICS and Ethics Grievance

As per KSC By-Laws: Article VIII Section 2

Policy:

Ethics are a foundational principle of Vajrayana Buddhism. KSC is committed to fostering an environment of integrity, equality, respect and trust that reflects these principles. There is an expectation that the sangha, including lamas, board, leadership and KSC staff, have a joint responsibility to uphold ethical behavior. It is understood that in particular, those in leadership* positions exemplify ethical behavior.

Harassment and/or abuse of any kind is unacceptable. Unacceptable behavior may be verbal, emotional, physical or sexual behavior that is acted out, and/or behavior that is suggestive, coercive or threatening in any way. It includes behavior that creates a hostile environment. Financial misconduct is included in abuse of power.

Actual or suspected violations of this policy, concerns or perceptions of impropriety, are taken seriously. Incidents should be reported as soon as possible, in verbal or written form, to the KSC Board of Directors. Reports can be initiated by speaking with a Board member, lama or team leader; by phone to a Board member or to the KSC office (requesting a call-back from a Board member), or by email: board@kscashland.org. KSC BOD will make every reasonable effort to keep reports confidential.

Any such abuse of power is subject to review and remedial action by the Board of Directors, appropriate to the seriousness of the violation.

**Leadership positions include lamas, teachers, Board of Directors, team leaders, practice and study group leaders, children's program leaders, Office Assistant and Administrator.*

Ethics Grievance Procedure:

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- Concerns are taken seriously. The entire Board will be notified of all reported incidents and concerns.
- A designated Board member will contact the reporting individual as soon as possible to learn more about the reported incident or concern.
- A Board subcommittee will be formed to investigate the allegations, interview the involved parties, evaluate the scope of misconduct, and determine a course of remediation/action.
- Possible resolutions/consequences may include: formal apology, admission of misconduct, plan for future behavior, referral to KSC conflict resolution team, counseling options, a formal warning, legal action, suspension or termination of contract and dismissal. Recourse may be limited.
- KSC will make every reasonable effort to protect the confidentiality of anyone who, in good faith, is reporting this information. Retaliation of any kind for reporting will not be tolerated.

This document will be shared and discussed with leadership* and included in the interview and hiring processes of lama/teacher candidates and all KSC employees. The sangha will be made aware of this policy through team leaders, sangha meetings, KSC website and other channels of communication.

Note: Healing the Sangha:

In the case of a serious transgression by a lama or teacher, the sangha may need to undergo a process of healing. Methods for guiding such a process can be found in "Sex and the Spiritual Teacher" by Scott Edelstein, Ch. 31, "When a Spiritual Teacher Transgresses: Responses of a Healthy Community", p.204- 208.

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