

Sexual Harassment Prevention Policy

Karuna Buddhist Center Karma Shenphen Nyingtse Ling

Karuna Buddhist Center Karma Shenphen Nyingtse Ling maintains an environment free from sexual harassment and discrimination.

Members, officers, employees and volunteers are prohibited from making sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature at Karuna Buddhist Center, at its events, or when conducting business for or representing our center. In particular, such behavior is specifically prohibited when it is a condition of, a factor in, or otherwise interferes with accommodations, services, participation, and/or education at our center. We also prohibit conduct or communication that intimidates, threatens, or is offensive, including negative or pejorative communication directed at a person's actual or perceived sexual orientation, gender, and/or sex.

Officers, employees, volunteers and members are expected to uphold integrity in all personal relationships, especially when they are in a position of trust or authority over others. This is particularly true with regard to romantic or sexual relationships with power imbalances (such as between teacher and student or officer and volunteer) or when one has a commitment that prohibits such a relationship (such as in the case of ordained or married people).

In such situations, responsibility for maintaining appropriate and clear boundaries rests with the person in a position of greater authority and/or commitment. An officer, employee, volunteer, or member who feels unable to uphold this standard will seek guidance and counsel from a senior Buddhist teacher, a peer institution, the Board of Directors, and/or independent counsel.

If, after receiving guidance, those involved still wish to pursue a course of action which breaks these guidelines, or if they have already broken these guidelines, they must notify the Board of Directors, who, in consultation with legal or professional counsel if needed, will reach a decision on any action to be taken. The Board will also decide whether the center's wider community should be notified of the situation and its outcome.

Board members, officers, and employees should receive regular training on sexual harassment, discrimination, and intervention. Clergy are available to offer counseling to those affected by sexual harassment, or to help anyone needing guidance in situations where they are unsure how to deal with these issues.

Reporting procedure

1. If you experience harassing or discriminatory behavior, please report the incident to a member of the Board of Directors (“reporting Board member”).
2. A reporting Board member shall notify the full Board in a timely manner of any allegations of harassment involving a participant at the center, including whatever objective details are known to them. The Board shall handle all reports as confidentially as possible.
3. The board shall thoroughly and objectively investigate all allegations, and, if the board determines that harassment has taken place, it shall decide on a fair, legal, and ethical response. Karuna Buddhist Center will aim to provide fair, restorative justice to both the recipient and the perpetrator of sexual harassment. Upon completion of the Board’s investigation, involved parties will be notified of the board’s findings and any decisions made to rectify the situation.

Implementation plan

After the Board of Directors has approved the policy, the Secretary shall notify all members of this new policy and any subsequent changes to it. The Secretary shall post the policy, as well as the names and contact information of Board members, in public spaces and media, such as on a notice board and on our website. The Secretary shall also post the Michigan Department of Civil Rights [“Sexual and Other Forms of Discriminatory Harassment”](#) brochure.

Approved April 17, 2024

“Do not do anything that is wrong, conduct yourself with the utmost virtue, completely tame your own mind: this is the teaching of the Buddhas.”

— the Buddha to Ananda, *Dhp.* 183 —