



Anti-Harassment Policy

Harassment Against Members of Protected Class

Bodhi Yoga School do not permit managers, employees, teachers, independent contractors, students, or others in the workplace 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 their work performance;
- (iii) enduring the offensive conduct becomes a condition of continued employment; or
- (iv) has the purpose or effect of creating a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Harassment includes epithets, slurs, name calling, negative stereotyping, insults, intimidation, ridicule, threatening, intimidating or hostile acts, denigrating jokes, and display in the workplace 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.

Sexual Harassment in the Workplace

Bodhi Yoga School do not tolerate sexual harassment in our studio, yoga teacher training program or any other related activity under our administration. 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:

- (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

- (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;
- (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance; or
- (iv) such conduct has the purpose or effect of creating an intimidating, hostile or offensive working 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

Bodhi Yoga School prohibits sexual misconduct in our studio, yoga teacher training program or any other related activity under our administration. Sexual misconduct is any unsolicited and 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. Teachers may not use sexually suggestive language (including sexual jokes and degrading comments), gestures, movements, or images in their classes, in their studios, on their websites, or in their social media platform. Teachers should avoid making comments on their students' appearance that could be perceived as sexually oriented or suggesting an attraction. Teachers should avoid making comments that idealize or assume a specific body type or image. If a student tells a teacher that any behavior is unwelcome and the teacher repeats the behavior, it may be considered harassment.

Romantic Relationships Between Teacher and Students

Teachers of Bodhi Yoga School 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.

Bodhi Yoga School will not tolerate none of the above describe, we have worked hardly to provide the most professional and respectful space for others to learn this ancient philosophy, where all feel welcome and respected. Bodhi Yoga School and the management personnel want to keep it that way in our yoga community.