

DAIYUZENJI HARASSMENT POLICY

Zen teachers¹, guided by a deep conviction of the worth and dignity of preserving and imparting the traditions and forms of of Zen training, recognize the special responsibilities placed on them.

Zen teachers seek to encourage and support the learning process of Zen students and to demonstrate the best possible standards as representatives of the Zen tradition. They endeavor to demonstrate respect for the student as an individual and to adhere to their role. Zen teachers avoid exploitation of students for their personal advantage. They make every effort to ensure that their evaluation of students reflects the students' true merit. Zen teachers are aware of and sensitive to the potential power differential in the teacher-student relationship.

Zen teachers associated with Daiyuzenji are committed to working to create and maintain a community free from all forms of disrespectful conduct including harassment and exploitation.

1. Harassment includes verbal or non-verbal expressions which create an intimidating, hostile, or offensive learning and/or practice environment. Sexual harassment is sexual solicitation, physical advances, or verbal or non-verbal conduct that is sexual in nature, that occurs in connection with a teacher's activities or role as a teacher and that either: (1) is unwelcome, offensive, or creates a hostile environment, and the teacher knows or is told this; or (2) is sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual Harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts. Sexual harassment also includes requests of sexual favors, and other verbal or physical conduct of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with an individual's Zen training or creating an abusive, hostile or offensive practice or learning environment.

2. Harassment is not limited to that of a sexual nature. Zen teachers do not knowingly engage in behavior that is harassing or demeaning to persons with whom they interact in a training context based on factors such as the person's age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language or socioeconomic status.

3. Any person who believes that he or she has been subject to harassment should advise the offending individual(s) that the action is not welcome and must stop. The aggrieved individual may then report such incident(s) to any member of the Daiyuzenji Board of Directors.

4. Any Daiyuzenji board member who receives a report of discrimination or harassment must either:
1) Request a written statement from the victim; or
2) Confirm the substance of such statement in writing and document the date the report was received.

5. Regardless of whether a written report is received from the alleged victim, complaints may be reported to the appropriate governmental regulatory/investigative/enforcement agencies. Such reports cannot be kept strictly confidential, however, information concerning allegations shall be managed discretely and communicated to others only as is necessary to investigate and take appropriate disciplinary action.

6. There shall be no retaliation for reporting allegations of discrimination or harassment or other inappropriate behavior. Reports of retaliatory actions will also be subject to investigation and possible discipline.

1 "Teacher" at Daiyuzenji refers to persons who have received Rinzai Zen dharma transmission (*inka shomei*), either ordained (*Roshi*) or lay (*Rokoji*); it also refers to any other person designated by the Daiyuzenji abbot to have a formal instructional role.