

## INTERNATIONAL SHUGENDO ASSOCIATION HARASSMENT POLICY

Shugendo practitioners in our community, guided by a deep conviction of the worth and dignity of preserving and imparting the traditions and forms of Shugendo training, recognize the special responsibilities placed on them. They seek to encourage and support one another's learning process and to demonstrate the best possible standards as representatives of the Shugendo tradition. They endeavor to demonstrate respect for one another as individuals.

Shugendo teachers and ordained persons, in addition to the above, avoid exploitation of students for their personal advantage. They make every effort to ensure that their evaluation of students reflects the students' true merit. Shugendo teachers are aware of and sensitive to the potential power differential in the teacher-student relationship.

Everyone associated with ISA must be 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:

- (1) is unwelcome, offensive, or creates a hostile environment, and the perpetrator knows or is told this; or
- (2) is sufficiently severe or intense to be abusive to a reasonable person in the context.

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 interfering with an individual's Shugendo training by creating an abusive, hostile or offensive practice or learning environment.

2. Harassment is not limited to that of a sexual nature. Shugendo practitioners 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, but not limited to, the person's age, race, color, ethnicity, national origin, religion, sex, gender identity, gender expression, sexual orientation, marital status, disability, language, socioeconomic status, employment status, family structure status, history of conviction or incarceration, or political beliefs.

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 the ISA board by emailing to: shugeninternational@gmail.com

4. Upon receiving a complaint of harassment, the board will 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. Complaints may be reported to the appropriate governmental agencies. Such reports cannot be kept strictly confidential. However, information concerning allegations shall be otherwise managed discreetly, considered confidential 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.