2. Policy on Conduct of People Holding Positions of Authority

1. Why have a policy for the conduct of those holding positions of authority in Shambhala?

When you hold a position of authority in Shambhala, you have a greater responsibility to live by the Code of Conduct and support the spiritual and temporal well-being of the community. You represent Shambhala. Your conduct is a manifestation of your understanding of the principles of the Shambhala teachings. Misconduct on your part will affect yourself and others significantly and can damage Shambhala.

2. To whom does this policy apply?

2.1 Scope and Application. The policy applies to everyone holding a position of authority in any activity associated with Shambhala in person or online, regardless of where the activity occurs.

2.2 Effective date. The effective date is Shambhala Day 2021 and it shall apply to events and circumstances occurring on or after the Effective Date.

2.3 Amendments. This policy may be amended at any time by the Board of Directors of Shambhala based upon a review by the Office of Community Care and Conduct.

2.4 Defined terms

2.4.1 People holding a position of authority: people who have been empowered by Shambhala at any level to exercise authority over other people, assets or resources in any activity associated with Shambhala. Positions of authority may be temporary or situational, such as those held for the duration of a program or event. A timekeeper or
Open House host is, from the perspective of participants, a person holding a position of authority.

2.4.2 Activity associated with Shambhala: program, class, meeting and any activity carried out under the name or auspices of, or sponsored by, Shambhala, regardless of where it takes place.

2.4.3 Meditation instructor-student relationship: relationship involving meetings specifically for the purpose of meditation or practice instruction which is requested and accepted and which ends ninety days after both parties acknowledge it has ended.

3. What is your responsibility?

You have a responsibility to relate with awareness and insight to the power that derives from your position, and with increasing sensitivity to the impact of your use of power. All the responsibilities set out for the Shambhala community in the Code of Conduct apply to you, and in addition to:

3.1 Recognize that the influence you have as a result of your position is a privilege, and to use that influence only for the service and well-being of others to empower others and benefit society.

3.2 Avoid using your influence to benefit yourself or to limit others' access to opportunities, resources, and the right to make their own decisions.

3.3 Maintain diligently your own path of practice and study.

3.4 Set an example through your behaviour, in how you relate with others.

3.5 Foster an open, supportive, and encouraging environment for learning, practice, and community engagement where anyone with a concern can enter into a constructive dialogue, or, if necessary, report their concern or complaint honestly.

3.6 Manage any assets or resources belonging to an entity associated with Shambhala, with integrity, intelligence, and full transparency, and direct these to generate the greatest benefit.

3.7 Declare any conflicts of interest, or any other fact that would impair your ability to serve in a position of authority.
4. Misconduct

In addition to the defined misconduct in the Code of Conduct, people in positions of authority in Shambhala have a commitment not to exploit their position for their own benefit. Depending on its severity, your misconduct may limit your privilege to hold an official position of authority in Shambhala, or to participate in some or all activities associated with Shambhala.

The following behaviours are considered misconduct:

4.1 At any time, to compel or manipulate another person to:

4.1.1 Compromise their legal, ethical or personal boundaries.

4.1.2 Consent to a sexual relationship that is not freely chosen.

4.1.3 Offer gifts or personal favours not of their own free will.

4.2 in the context of a meditation instructor-student relationship (as defined above in 2.4.3), to initiate or consent to an intimate relationship with anyone.

4.3 In the context of a specific program, class or meeting associated with Shambhala, people holding positions of authority to initiate or consent to an intimate relationship with any participant or program staff subject to that authority in that context. This prohibition also applies to Shambhala staff at the location where that program, class or meeting takes place.

4.3.1 The following are exempted from the scope of number 4.3:

a. Pre-existing and ongoing consensual relationships between adults; and

b. initiation of relationships involving people in positions of authority in Shambhala who are participating in the program, class or meeting solely as participants on an equal footing with other participants.

5. The Oath of Commitment

All people in positions of authority are required to in writing to accept and abide by these principles.
I commit myself to refrain from all misconduct in this Policy Governing People in Positions of Authority and the Shambhala Code of Conduct and to carry out to the best of my ability the behaviours in the Path of Good Conduct.

Full name:

Date of birth (this is required for clear identification):

Position title:

Date:

Signature:

Approved on: July 12, 2020
Effective Date: Shambhala Day, 2021
Review Date: Shambhala Day, 2022
Approved By: Shambhala Board of Directors