



INSTITUTE OF  
**AUTHENTIC TANTRA**  
*Holistic healing for body, mind & sex!* EDUCATION

INSTITUTE OF  
AUTHENTIC TANTRA  
EDUCATION  
POLICY MANUAL



## CONTENTS

|                                                                     |    |
|---------------------------------------------------------------------|----|
| ADMISSIONS POLICY FOR AUTHENTIC TANTRA CERTIFICATION PROGRAM: ..... | 3  |
| AUTHENTIC TANTRA CERTIFICATION PROGRAM APPLICATION PROCESS .....    | 5  |
| STUDENT STATEMENT OF RIGHTS .....                                   | 7  |
| ACCOMMODATIONS POLICY .....                                         | 8  |
| ATTENDANCE POLICY .....                                             | 12 |
| DISMISSAL POLICY .....                                              | 14 |
| DEFERRAL POLICY .....                                               | 16 |
| DISPUTE RESOLUTION POLICY .....                                     | 18 |
| GRADE APPEAL POLICY .....                                           | 19 |
| LATE TUITION REFUND POLICY FOR ATCP .....                           | 21 |
| RESPECTFUL AND FAIR TREATMENT OF STUDENTS POLICY .....              | 23 |
| SEXUAL MISCONDUCT POLICY .....                                      | 25 |
| POLICY FOR LICENSED USE OF AUTHENTIC TANTRA® MATERIALS: .....       | 31 |
| RESPECTFUL LEARNING ENVIRONMENT POLICY .....                        | 39 |

# ADMISSIONS POLICY FOR AUTHENTIC TANTRA CERTIFICATION PROGRAM:

The following is a description of the admissions policy for the Authentic Tantra Certification Program:

- ✓ *Students must have completed the prerequisite Tantra Mastery/Phase 1 Training Program within 2 years of applying for the Practitioners Training Program, and no later than the final deadlines for program registration.*
  - **The 13th session of the Phase 1/TM Training must be completed by Dec.1<sup>st</sup> of the year prior to the beginning of the ATCP.**
- ✓ *Student must have completed and turned in for review the Tantra Mastery/Phase 1 Workbook with an accounting of hours of Tantra Yoga practice along with their Phase 1 assessment.*
- ✓ *Student must fill out an additional application for the Authentic Tantra Practitioner Training Program.*
- ✓ *After the application and prerequisite course requirements are reviewed, student will then be invited to an interview with two Senior Teachers of the Institute to determine student's ability to fulfill the requirements for the 11-month Authentic Tantra Certification program.*

## Admission Requirements for Certification

- ✓ Complete Tantra Mastery/Phase 1 Training
- ✓ Demonstrate learning objectives as outlined.
- ✓ Consult with Senior Instructor
- ✓ Recommendation of Tantra Mastery/Phase 1 instructor for the Phase 2 11-month certification program. *This will be based on consistent attendance to scheduled sessions, understanding and embodiment of practices, respectful conduct with Instructor and adherence to contractual agreements.*
- ✓ A minimum of 90 hours of completed training hours including training sessions and homework.
- ✓ Able to perform elemental meditations and running of the elements without the aid of the audio recordings
- ✓ Compliance with the terms and conditions of the Tantra Mastery contract
- ✓ Final approval by the Board of Directors of IATE, based on the above criteria and available space in the program.

Additionally, students must demonstrate the following capabilities:

- *Must have computer with internet access for entire 11-month training program.*
- *Must have ZOOM video conferencing app on computer.*
- *Must have the financial means to pay the tuition for the entire 11-month training.*
- *Must be able to commit to in person Embodiment Training dates. In-person Embodiment Training dates are specified during the application process.*



## AUTHENTIC TANTRA CERTIFICATION PROGRAM APPLICATION PROCESS

This application must be submitted after the Tantra Mastery/Phase 1 Training Program has been completed.

Your Tantra Mastery /Phase 1 Homeplay Workbook AND your Phase 1 Assessment must be submitted along with this application.

You will have the option of scheduling your final interview with 2 Senior Instructors of the Institute on the following page.

### **Authentic Tantra Certification Program Application Questions:**

1. Are you able to Perform all of the Tibetan Five Element Meditation Practices without the use of the MP3's?
2. Please share how the Tibetan Five Element practices have impacted your life.
3. How often are you "Running the Elements" in the following ways
  - a. formally as part of your daily meditation practice
  - b. informally in everyday life
  - c. incorporated into somatic sexual healing practices.
4. Please describe how often and when you using the Ocean Breath:
5. How often do you perform pelvic floor exercises?
6. How often do you practice the 5 core pelvic movements?

7. How often do you practice OAP?
8. Yoni/Lingam Massage, i.e. solo sexual healing sessions.
9. How have you used NVC to help resolve internal or external conflict?
10. Men only - Describe the process of performing Taoist male sexual health techniques:
11. Please share how the 4 pillars of Authentic Tantra and associated methods have successfully contributed to your healing and growth, and how do you see them being used to help others.

Please attach your Tantra Mastery Homeplay Workbook



## STUDENT STATEMENT OF RIGHTS

The [Institute of Authentic Tantra Education](#) is certified with the [Private Training Institutions Branch](#) (PTIB) of the British Columbia Ministry of Advanced Education and Skills Training.

Before you enroll at a certified private training institution, you should be aware of your rights and responsibilities.

You have the right to be treated **fairly** and **respectfully** by the institution.

You have the right to a **student enrolment contract** that includes the following information:

- amount of tuition and any additional fee for your program
- refund policy
- if your program includes a work experience, the requirements to participate in the work experience and the geographic area where it will be provided
- whether the program was approved by PTIB or does not require approval.

Make sure you read the contract before signing. The institution must provide you with a signed copy.

You have the right to access the institution's **dispute resolution process** and to be **protected against retaliation** for making a complaint.

You have the right to make a **claim** to PTIB for a **tuition refund** if:

- your institution ceased to hold a certificate before you completed an approved program
- you were misled about a significant aspect of your approved program.

You must file the claim within **one year** of completing, being dismissed or withdrawing from your program.



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For more information about PTIB and how to be an informed student, go to:

<http://www.privatetraininginstitutions.gov.bc.ca/students/be-an-informed-student>.





## ACCOMMODATIONS POLICY

Institute of Authentic Tantra Education

1034210-6

NAME OF INSTITUTION

INSTITUTION NUMBER

Accommodations Policy

6/1/2023

NAME OF POLICY

EFFECTIVE DATE

REVISION DATE

### CONTEXT:

The purpose of this policy is to provide guidance with respect to the process, roles, responsibilities and types of accommodations to support Institute for Authentic Tantra Education's (IATE) students with medical needs, disabilities or other needs.

The Authentic Tantra Certified Practitioner (ATCP) program consists of online group and individual sessions, in-person training and in-person or virtual testing. These program elements each have unique expectations and requirements. Students are required to complete each program element in order to be certified as an Authentic Tantra Practitioner.

### PROCESS:

It is advised that students share any issues that they think might impact their ability to participate in any part of the program in the application for phase one of the program or as soon as they find out there is a need.

IATE will work with students who identify disabilities or medical needs, to determine their suitability to participate or continue in the program.

**If it is determined that IATE can accommodate the student's needs, IATE will:**

- Work with the student to establish a plan of care, so that students are able to participate in all program elements safely.
- Share a summary of accommodations with any IATE staff who need this information in order to ensure the safety and wellbeing of the student.

**If it is determined that a student's needs cannot be accommodated without due hardship for IATE or without compromising the health, safety and wellbeing of the student or other students, IATE will:**

- Work with the student to determine whether the student would withdraw from the program permanently or defer

- Notify the student in writing of the decision
- *If the student is withdrawn from the program and has paid, IATE will refund at the current refund rate as listed in our policies.*

In some cases, the resources to support a student's participation in the program require investments that are outside of IATE's capacity. In these cases, students have the option to cover the cost of obtaining these resources and/or supports themselves. This would be noted in their Plan of Care. If a student is unable to cover these costs, they will be required to withdraw from the program.

## ROLES & RESPONSIBILITIES:

### Students

- Before applying for the program, determine whether you are able to participate in all program elements.
- Consult your medical care professional(s) if you have concerns about your ability to participate in any program elements
- Inform IATE before or during the application process about any accommodation needs.
- If you have a medical issue or disability and think you may not require accommodations, or are not sure if you would need accommodation, please speak to IATE
- If a medical or other needs arises while you are in any phase of the program, advise IATE as soon as possible, in writing to [info@authentic tantra.com](mailto:info@authentic tantra.com)
- Work with IATE to establish a plan of care for any identified accommodation needs
- Update IATE if there are any changes to your circumstance

### IATE Administration:

- Work with students to establish a plan of care
- Provide the plan of care to any IATE staff or faculty who need this information in order to ensure the safety and wellbeing of the student.
- Coordinate with third parties, as required to support accommodation needs (e.g. for in-person training). This may require IATE to disclose information about a student's accommodation needs to a third party.
- Provide accommodations to the extent possible.
- Inform students as soon as possible, if accommodations cannot be provided.

### IATE Faculty:

- Review and implement the plan of care.
- Maintain confidentiality about the student's accommodations needs except:
  - in discussions with other IATE teachers or third parties in order to ensure the student's safety and wellbeing
  - to comply with the law or the order of a court;
  - to prevent bodily harm or danger to the student or to others; or
  - where the information has already been disclosed to the public.

### SCOPE OF ACCOMMODATIONS

The following examples are not intended to be an exhaustive list of accommodations that students may or may not access.

#### Accommodations that IATE is prepared to provide:

- additional time to submit written assignments
- transcriptions and closed captioned videos and modules

#### Accommodations that are not possible to accommodate with the current format of this training program:

- audio submissions for tests; students are advised to use voice-to-text software if they have difficulty with writing and would prefer to do audio submissions
- visually impaired students.



## ATTENDANCE POLICY

Institute of Authentic Tantra Education

1034210-6

NAME OF INSTITUTION

INSTITUTION NUMBER

Attendance Policy

8/1/19

NAME OF POLICY

EFFECTIVE DATE

REVISION DATE

1. The minimum attendance requirements for students are as follows:
  - Students must attend all Group Learning Sessions and Individual Support Sessions (indicated in modules one and three) in person, having completed any necessary coursework prior to the date of the session. “In person” in this case meaning live online.
  - If Student cannot attend Group Learning Sessions in person the Student must view the recorded Group Learning Sessions prior to attending the subsequent Individual Support Sessions.
  - In person participation in the two Embodiment Trainings is mandatory. “In person” in this case is to be taken literally.
  - Student will adhere to all appropriate standards set forth in the policies regarding the Respectful and Fair Treatment of Students and the IATE Ethical Codes of Conduct.
2. The consequences for students who do not meet the minimum attendance requirements listed above are as follows:
  - Student agrees to watch the recorded Group Learning Sessions (if unable to attend live) prior to attending the subsequent Individual Support Sessions. Failure to consistently attend live classes and/or review recorded group training sessions in a timely manner (timely is as stated above) is a violation of the CTSA and is grounds for dismissal from the ATPC.
  - Student acknowledges that if they fail to attend two (2) Individual Support Sessions without notifying the Primary Teacher, then IATE may withdraw the Student from the Certification Training Program, as per the Student Dismissal Policy.
  - If due to an unforeseeable life circumstance, the Student cannot attend one or both of the In-Person Embodiment Trainings then IATE will assist the Student in taking

appropriate remedial action to complete the Certification Training the following year, at the sole discretion of IATE.

- Student acknowledges that this remedial action may include additional fees and that all fees are issued at the sole discretion of IATE.
  - If Student reschedules the same individual session more than two (2) times the student forfeits the right to make-up that session, and Student will lose credit for that session.
3. The process by which students must report an absence from scheduled individual sessions as follows:
- Students must report an absence by telephone, text message or email communication with their Primary Teacher prior to session being missed, endeavoring to provide 24 hours' notice if possible.
  - Students should state the reasons for their absence and the expected date of their return, if known.
  - Students may be asked to provide further documentation relevant to their absence if deemed appropriate by the Primary Teacher or Senior Educational Administrator.
4. Students are not required to notify primary instructors when missing group training sessions. They are required to confirm their review of that session before their next scheduled individual session.

### ATCP Student Evaluation

- ✓ Students must complete workbooks for Modules 1 and 3 for evaluation.
- ✓ Student is required to attend Bi- Monthly check in's and Instructors may view video recordings of these sessions.
- ✓ Students must complete a written test for the end of module 2, beginning of module 3.



## DISMISSAL POLICY

Institute of Authentic Tantra Education

1034210-6

NAME OF INSTITUTION

INSTITUTION NUMBER

Dismissal Policy

8/1/19

NAME OF POLICY

EFFECTIVE DATE

REVISION DATE

1. The Institute for Authentic Tantra Education (IATE) may dismiss a student from the Authentic Tantra Certification Program (ATCP) on any of the following grounds:
  - Violation of the terms set forth in the Certification Training Service Agreement (CTSA)
  - Violation of the terms set forth in the Ethical Codes of Conduct (ECC)
  - Violation of the terms set forth in the Terms and Conditions presented on the student invoice
  - Violation of the terms set forth in the Respectful and Fair Treatment of Students Policy
2. The process by which a student may be dismissed from a program is as follows:
  - If a student is suspected of being in violation of either the CTSA and/or ECC, the Senior Educational Administrator (SEA) will be informed and begin an investigation.
  - The student's access to all IATE online materials and resources will be suspended to determine the student's current progress status. This access will be restored as soon as is deemed appropriate by the SEA in coordination with the Board, given the facts of the case.
  - The SEA will inform the student in writing that an investigation is underway for potential violations of the appropriate agreements. The notification will indicate to the student that follow up communication is to be expected with 72 hours of the onset of the investigation. This does not preclude the investigation from proceeding beyond that point. Follow up communication at that time may include but is not limited to:
    - 1) requests for further information and/or documentation from the student,
    - 2) updates on the progress of the investigation

- 3) indications of the expected duration of the investigation (if known)
  - 4) the findings of the investigation
- The facts of the student's conduct will be evaluated in light of the terms of the CTSA, ECC, and/or Terms and Conditions with any discrepancies and the evidence for those discrepancies noted.
  - The findings of the investigation will be summarized in writing from the SEA to the Board. This report will include:
    - 1) the nature of the concerns that prompted the investigation
    - 2) a summary of the relevant facts and policies, including any aggravating, extenuating, and/or mitigating factors to be considered
    - 3) proposed outcome, up to and including dismissal from the program if deemed appropriate
  - Final outcome will be decided by majority Board decision.
  - The findings of the investigation will be summarized in writing and delivered electronically to the student under investigation.
  - Any refund of tuition paid will be evaluated based upon the terms of the CTSA as stated in the refund policy.



## DEFERRAL POLICY

|                                         |                |                    |
|-----------------------------------------|----------------|--------------------|
| Institute of Authentic Tantra Education |                | 1034210-6          |
| NAME OF INSTITUTION                     |                | INSTITUTION NUMBER |
| Deferral Policy                         | 8/1/19         | 8/1/21             |
| NAME OF POLICY                          | EFFECTIVE DATE | REVISION DATE      |

The Institute of Authentic Tantra is committed to the well being of its students and recognizes that circumstances may arise in which the deferral of the completion of the educational program in which a student is enrolled is warranted. Should a deferral of studies be requested, the following steps are to be taken:

1. The student will submit in writing a request for a deferral to the Senior Educational Administrator (SEA), currently Dr. Chris Erickson ([drerickson@authentictantra.com](mailto:drerickson@authentictantra.com)). A written request may also be submitted by the student to their primary instructor, who will then forward it to the SEA.
2. Upon receipt of a request for deferral, the SEA in conjunction with administrative staff, and the primary instructor will determine the current status of the student including:
  - a. The suitability of the request
  - b. Total percentage of the program completed
  - c. Financial status of the student with regards to tuition, including outstanding invoices, and any refunds in accord with the refund policy of IATE and PTIB
3. The SEA, in conjunction with the IATE Board of Directors and primary instructor, will determine appropriate steps for the return to studies including:
  - a. The approval or disapproval of the request. If a request is denied, the specific reasons for denial are to be detailed.
  - b. A projected timeline or deadline for return to studies
  - c. Any additional steps required by the student to resume studies
  - d. Any additional financial considerations occasioned by the deferral
4. A formal letter acknowledging the student request and containing the information complied under sections 2 and 3 will be sent to the student within 14 business days of the initial receipt of the request.



- a. A copy of the formal letter of acknowledgement is to be forwarded to the appropriate administrative staff so that it can be uploaded to the formal student records database in accord with PTIB requirements
5. SEA will update student transcript and forward the signed and dated file to the appropriate administrative staff so that it can be uploaded to the formal student records database in accord with PTIB requirements



## DISPUTE RESOLUTION POLICY

|                                         |                |                    |
|-----------------------------------------|----------------|--------------------|
| Institute of Authentic Tantra Education |                | 1034210-6          |
| NAME OF INSTITUTION                     |                | INSTITUTION NUMBER |
| Dispute Resolution                      | 8/1/19         | 8/1/21             |
| NAME OF POLICY                          | EFFECTIVE DATE | REVISION DATE      |

1. This policy governs complaints from students respecting the Institute of Authentic Tantra Education (IATE) and any aspect of its operations.
2. A student who makes or is otherwise involved in a complaint will not be subject to any form of retaliation by the institution at any time.
3. The process by which the student complaint will be handled is as follows:
  - Student complaints must be made in writing.
  - The student must provide the complaint to the Senior Educational Administrator (SEA), currently Dr. Chris Erickson ([DrErickson@authentictantra.com](mailto:DrErickson@authentictantra.com)), who is responsible for making determinations in respect of complaints, in coordination with the IATE Board of Directors. If the SEA is absent or is named in a complaint, the student must provide the complaint to one of the Senior Instructors, who will in turn forward it to the IATE Board of Directors.
  - SEA will review the written complaint and begin an investigation to determine the merits of the complaint and surrounding circumstances. Depending upon the nature of the complaint, the Board may determine the need for an independent investigator.
  - The findings of the investigation will then be provided to the Board of Directors to determine the most appropriate course of action.
  - Written reasons for the determination will be provided to the student within 30 days after the date on which the complaint was made.
4. The written reasons will advise a student, that if the student is dissatisfied with the determination, and has been misled by the institution regarding any significant aspect of that program, the student may file a complaint with the Private Training Institutions Branch (PTIB)
  - ([www.privatetraininginstitutions.gov.bc.ca](http://www.privatetraininginstitutions.gov.bc.ca)). Complaints must be filed with PTIB within one year of the date a student completes, is dismissed from, or withdraws from the program.
5. The student making the complaint may be represented by an agent or a lawyer.



## GRADE APPEAL POLICY

|                                         |                |                    |
|-----------------------------------------|----------------|--------------------|
| Institute of Authentic Tantra Education |                | 1034210-6          |
| NAME OF INSTITUTION                     |                | INSTITUTION NUMBER |
| Grade Appeal                            | 8/1/19         | 11/3/22            |
| NAME OF POLICY                          | EFFECTIVE DATE | REVISION DATE      |

The process by which a student may appeal a grade received in each case at the Institute of Authentic Tantra Education is as follows:

1. At the time of oral testing during in person Embodiment Trainings:

- a) Students are given evaluative feedback from Senior Instructor(s) on their performance making use of a point scale. Students are graded on technical knowledge and teaching ability. Students need to obtain a minimum grade of 80% to pass each testing section. A score of less than 80% requires retesting. Instructions for performing the 5 Element meditations and Running the Elements require a score of 100% for correctness of technical knowledge. Anything less than 100% for technical knowledge requires retesting.
- b) Students are given the opportunity to retest a total of one (1) time per testing section during the in-person Embodiment Training. Student may retest a total of **2 total sections during the in-person Embodiment Training**. If a student is unable to adequately complete retesting during the in-person Embodiment Training, then the student can retest after the Embodiment Training by sending in a video recording of the failed section(s), for an additional fee at standard hourly rates.
- c) If a student is unable to successfully pass 50% or more of the teaching sections, they will be required to retest the following year at an additional cost.
- d) Student requests for retesting are to be made to the Senior Instructor(s) verbally within no more than 24 hours of the time evaluation is provided, so long as the retest can still take place during the scheduled Embodiment Training. If retesting is not critical to the student completion of the program, retesting will be at the discretion of the Senior Instructor(s).

2. At the time of the written test:

- e) Students receive the results of their written examination during Module 3 of the training program.
- f) Students wishing to appeal the results of that exam will indicate this either verbally or in writing to their Senior Instructor within 30 days of receiving results.
- g) Students will review their results with their Senior Instructor in order to identify areas of improvement and growth.



## IATE TUITION REFUND POLICY FOR ATCP

|                                         |                |                    |
|-----------------------------------------|----------------|--------------------|
| Institute of Authentic Tantra Education |                | 1034210-6          |
| NAME OF INSTITUTION                     |                | INSTITUTION NUMBER |
| Tuition Refund                          | 8/1/19         | 1/22/2021          |
| NAME OF POLICY                          | EFFECTIVE DATE | REVISION DATE      |

### Authentic Tantra Certification Program (ATCP)

1. If Institute of Authentic Tantra Education (herein referred to as IATE) receives tuition from the student, or a person on behalf of the student, the institution will refund the student, or the person who paid on behalf of the student, the tuition that was paid in relation to the Authentic Tantra Certification Program (herein referred to as ATCP) in which the student is enrolled if:
  - a) the institution receives a notice of withdrawal from the student, no later than seven days after the effective contract date and before the contract start date; or
  - b) the student signs the student enrollment contract seven days or less before the contract start date and the institution receives a notice of withdrawal from the student, between the date the student signed the student enrollment contract and the contract start date.
2. IATE will refund the tuition for the ATCP and all related fees paid by the student or a person on behalf of the student enrolled in the program if the student is enrolled in the program without having met the admission requirements and did not misrepresent his or her knowledge or skills when applying for admission
3. If IATE receives a notice of withdrawal from a student:
  - a) more than 7 days after the effective contract date and at least 30 days before the start date IATE may retain up to 10% of the tuition due under the student enrollment contract, up to a maximum of \$1000. After the contract start date any unused portion of the training will be refunded.

- b) more than 7 days after the effective contract date and less than 30 days before the start date IATE may retain up to 20% of the tuition due under the student enrollment contract, up to a maximum of \$1300.
- 4. If IATE receives a student's notice of withdrawal or the institution delivers a notice of dismissal to the student and
  - a) the student has completed up to 30% of the program of instruction, the institution may retain up to 30% of the tuition due under the student enrollment contract, or
  - b) the student has completed more than 30% but less than 50% of the program of instruction, the institution may retain up to 50% of the tuition due under the student enrollment contract.
- 5. Refunds required under this policy will be paid to the student, or a person who paid the tuition or fees on behalf of the student, within 30 days:
  - a) of the date IATE receives a student's notice of withdrawal,
  - b) of the date IATE provides a notice of dismissal to the student,
  - c) of the date that the registrar provides notice to IATE that the institution is not complying with section 1(c) or 2 of this policy.



## RESPECTFUL AND FAIR TREATMENT OF STUDENTS POLICY

Institute of Authentic Tantra Education

1034210-6

NAME OF INSTITUTION

INSTITUTION NUMBER

Respectful & Fair Treatment

8/1/19

NAME OF POLICY

EFFECTIVE DATE

REVISION DATE

The Institute of Authentic Tantra Education is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students. Under the BC Human Rights Code everyone has the right to be free from Discrimination based on the following personal characteristics (current as of the date of approval of this Policy) age (actual or perceived), ancestry, colour, family status, marital status, physical or mental disability, place of origin, political belief, race, religion, sex, sexual orientation, gender identity or expression, and criminal conviction unrelated to employment.

While on Institute of Authentic Tantra Education premises or in the course of activities or events (including Social Media and online interactions) hosted by Institute of Authentic Tantra Education the following activities are prohibited:

- Disrespectful behaviour, including bullying or harassment, is not acceptable and will not be tolerated. Bullying or harassment is objectionable and unwanted behaviour that is verbally or physically abusive, vexatious or hostile, that is without reasonable justification, and that creates a hostile or intimidating environment for working, learning or living. Harassment may be intentional or unintentional. While bullying or harassment usually consists of repeated acts, a single serious incident that has a lasting harmful effect may also constitute bullying or harassment.
  - Bullying or harassing behaviour includes cumulative demeaning or intimidating comments, gestures or conduct; verbal aggression or yelling; threats to a person's employment or educational status, person or property; persistent comments or conduct, including ostracism or exclusion of a person, that undermines an individual's self-esteem so as to compromise their ability to achieve work or study goals; abuse of power, authority or position; sabotage of a person's work; humiliating initiation practices;

hazing; calling someone derogatory names; spreading of malicious rumours or lies; or making malicious or vexatious complaints about a person.

- Bullying or harassment does not include the exercise of appropriate managerial or supervisory direction, including performance management and the imposition of discipline; constructive criticism; respectful expression of differences of opinions; reasonable changes to assignments or duties; correction of inappropriate student behaviour; instructional techniques such as irony, conjecture, and refutation, or assigning readings or other instructional materials that advocate controversial positions; and single incidents of thoughtless, petty or foolish words or acts that cause fleeting harm.<sup>1</sup>
- Other activities as outlined in the Institute of Authentic Tantra Ethical Codes of Conduct (ECC)

**If under any circumstances, a prohibited activity occurs, the following outlines the process for addressing the activity:**

- If a student feels comfortable doing so, calmly approach the alleged harasser and inform them that their behaviour is offensive and unwelcome, contrary to IATE policy, and insist that they stop immediately.
- Violations of the above standards are to be reported to the Senior Educational Administrator (SEA) or any Senior Instructor (SI).
- SEA or SI will address the alleged violator directly, as above.
- If further action is required, the guidelines of the IATE Dismissal Policy will be followed.
- Should the SEA or SI be the subject of a complaint, the Dispute Resolution Policy will be followed.

<sup>1</sup>Wording for this section has been adopted and modified from the University of British Columbia Statement on Respectful Environment. See <https://www.hr.ubc.ca/respectful-environment/files/UBC-Statementon-Respectful-Environment-2014.pdf>





## SEXUAL MISCONDUCT POLICY

Institute of Authentic Tantra Education

NAME OF INSTITUTION

1034210-6

INSTITUTION NUMBER

Sexual Misconduct Policy<sup>1</sup>

NAME OF POLICY

8/1/21

EFFECTIVE DATE

REVISION DATE

1. The Institute of Authentic Tantra Education is committed to the prevention of an<sup>1</sup>d appropriate response to sexual misconduct.
2. Sexual misconduct refers to a spectrum of non-consensual sexual contact and behaviour including the following:
  - a. sexual assault; which is any form of sexual touching or the threat, express or implied, of sexual touching without the individual's Consent
  - b. sexual exploitation; which is the actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
  - c. sexual harassment; which is unwelcome conduct, by comment or gesture, of a sexual nature that detrimentally affects the working, learning, or living environment, or leads to adverse consequences for the individual directly subjected to the harassment
  - d. stalking and cyberstalking (stalking through the use of the internet or other electronic means); which is engaging in unwelcome conduct expressed or implied, that causes an individual to fear for their physical or psychological safety, and includes repeatedly following the individual, repeatedly communicating with the individual through any means, engaging in threatening conduct, or keeping watch over the place where the individual happens to be

<sup>1</sup> Adapted from the University of British Columbia Board of Governors Sexual Misconduct and Sexualized Violence Policy (SC17)

[https://universitycounsel.ubc.ca/files/2020/09/Sexual-Misconduct-Policy\\_SC17.pdf](https://universitycounsel.ubc.ca/files/2020/09/Sexual-Misconduct-Policy_SC17.pdf)

[https://cdn.who.int/media/docs/default-source/documents/ethics/sexual-exploitation-and-abuse-pamphlet-en.pdf?sfvrsn=409b4d89\\_2](https://cdn.who.int/media/docs/default-source/documents/ethics/sexual-exploitation-and-abuse-pamphlet-en.pdf?sfvrsn=409b4d89_2)

- e. indecent exposure; which is exposing one's body to another individual either physically or electronically, or through any other means, for a sexual purpose without the individual's consent, or coercing another individual to remove their clothing in order to expose their body
- f. voyeurism; which is non-consensual viewing, photographing, or otherwise recording another individual in a location where there is an expectation of privacy and where the viewing, photographing, or recording is done for a sexual purpose
- g. the distribution of a sexually explicit photograph or video of a person to one or more persons other than the person in the photograph or video without the consent of the person in the photograph or video and with the intent to distress the person in the photograph or video;
- h. the attempt to commit an act of sexual misconduct; and
- i. the threat to commit an act of sexual misconduct.

### 3. Consent

- a. Voluntary agreement to engage, or continue to engage, in sexual activity must be affirmatively communicated through words or actively expressed through conduct. An individual who is incapacitated cannot give voluntary consent. Also, consent obtained through the abuse of a position of trust, power or authority, or through fraud or coercion, or due to fear of consequences, violence, or retaliation is not voluntary consent. For clarity:
  - Consent cannot be implied, which means it must be affirmatively given and cannot be assumed by an individual's silence or inaction.
  - The initiator of a sexual activity is responsible for obtaining consent for that sexual activity.
  - Consent can be withdrawn by any party at any time during the sexual activity through words or actions, and if consent is withdrawn the sexual activity must stop.
  - Consenting to one kind of sexual activity does not mean that consent is given for another sexual activity, and consent given only applies to each specific instance of sexual activity. Neither the relationship status of the parties nor past consent to sexual activity gives or implies future or ongoing consent.
  - Individuals cannot give consent if they are not able to appreciate the nature of the sexual activity, or to appreciate the risks and consequences of the sexual activity, or are otherwise unable to choose whether to engage in the sexual activity. For example, an individual is incapable of consenting if the individual is:
    - i. asleep or unconscious;
    - ii. unable to consent due to ingestion of drugs or alcohol; or
    - iii. under the legal age of consent as defined in the Canadian Criminal Code.

- Evidence that an individual's judgment was impaired by alcohol or drugs is a relevant consideration for determining whether the individual consented to the sexual activity in question.
  - A Respondent's mistaken belief, formed due to intoxication or impairment from drugs or alcohol, that there was consent is not a defense to the allegation of Sexual Misconduct.
  - A person's sexual reputation or history of sexual activity cannot be submitted as evidence to prove that it was likely that consent had been given.
  - There is an inherent risk that consent is not voluntary whenever there is a relationship of trust or authority in which there is an imbalance, or perceived imbalance of power. Where there is an allegation of Sexual Misconduct in these relationships the nature of the relationship will be a significant factor in determining whether there was consent.
- 4. "Members of the IATE Community" are individuals who fall under one or more of the following categories:
  - a. student, defined as any person, including co-op and exchange students, registered or enrolled in any component of a for-credit academic or training program or course at IATE;
  - b. employees, defined as individuals employed by IATE, including faculty and staff members;
  - c. emeriti, volunteers engaged in a IATE activity, or other individuals acting on behalf of IATE;
  - d. Teaching Staff Members;
  - e. any individual active on any IATE committee or review panel;
  - f. anyone contractually obligated to comply with this Policy.
- 5. A Complaint of sexual misconduct is different than a Report of sexual misconduct. A person may choose to disclose or complain of sexual misconduct without making a formal report. A Report is a formal notification of an incident of sexual misconduct to someone at the institution accompanied by a request for action.
- 6. Assistance will be available to Members of the IATE Community who have Disclosed or Reported Sexual Misconduct and may include:
  - a. class schedule changes;
  - b. provision of academic concessions;
  - c. safety planning;
  - d. temporary work reassignment, location reassignment, or scheduling changes; and
  - e. the implementation of safety measures as deemed appropriate by the SEA in conjunction with the IATE Board.
- 7. A student making a Complaint will be provided with resolution options and, if appropriate, accommodation, and will not be required or pressured to make a Report. Making a Complaint does not result in a Report being made, and does not initiate an Investigation by IATE.

8. The process for making a Complaint about sexual misconduct involving a student is as follows:
  - a. Students, faculty and staff who wish to register a Complaint should do so with the SEA, currently Dr. Chris Erickson (drerickson@authenticttantra.com) They may however register a Complaint with any Instructor, Board member, or Alumni Board member.
  - b. In the case that the SEA is named in the complaint or otherwise unavailable, the complaint will be handled by a person or persons designated by the IATE Board of Directors.
  - c. Complaints may be made verbally or in writing. In either case they should include all relevant information including the name of the alleged offending party, the names of any potential witnesses, date(s), location(s) and circumstance(s) of the alleged offence.
  - d. If a Complaint is made to a Member of the IATE Community, that Member is encouraged to contact the SEA not later than 24 hours after receiving the Complaint for support and information on how best to respond to the Complaint and to support the individual making the Complaint. Members of the IATE Community who receive a Complaint are not expected to file a Report related to the Complaint although, at the request of the individual making the Complaint, they may file a Report on behalf of the individual making the Complaint.
9. The process for responding to a Complaint of sexual misconduct involving a student is as follows:
  - a. The SEA or IATE Board appointed investigative officer(s) will acknowledge in writing receipt of the Complaint to the Complainant within 48 hours of receiving the Complaint.
  - b. The investigative officer(s) will consult with the Complainant to determine any appropriate assistance required. This consultation should occur at the earliest possible opportunity, and not later than 72 hours after acknowledgement of receipt of the Complaint.
10. The process for making a Report of sexual misconduct involving a student is as follows:
  - a. Reports are to be submitted to the SEA, currently Dr. Chris Erickson (drerickson@authenticttantra.com).
  - b. Reports will be made in writing. They should include all relevant information including the name of the alleged offending party, the names of any potential witnesses, date(s), location(s) and circumstance(s) of the alleged offence.
  - c. Reportees may request assistance in the Reporting process from IATE faculty, Board members, or Alumni Board members. [If a reportee is burdened by having to fill out a formal report, the report can be prepared in conjunction with one of the individuals listed.]
  - d. In the case that the SEA is named in the complaint or otherwise unavailable, the complaint will be handled by a person or persons designated by the IATE Board of Directors
11. The process for responding to a Report of sexual misconduct involving a student is as follows:
  1. The SEA or IATE Board appointed investigative officer(s) will acknowledge in writing receipt of the Complaint to the Complainant within 48 hours of receiving the Complaint.

2. The investigative officer(s) will consult with the Reportee to determine any appropriate assistance required. This consultation should occur at the earliest possible opportunity, and not later than 72 hours after acknowledgement of receipt of the Report.
3. The investigative officer(s) will, based on the evidence provided, determine the suitability of an internal investigation, subject to certain limitations:
  - the allegations must be against an individual who was a Member of the IATE Community at the time of the alleged Sexual Misconduct and at the time the Report is submitted;
  - the alleged conduct must fall within the definition of Sexual Misconduct; and
  - the alleged conduct must have occurred in a context that has a real and substantial connection to IATE. Whether a real and substantial connection to IATE exists will be considered on the particular circumstances of each Report.
4. If an internal investigation is deemed suitable, then the investigating officer will conduct an examination of the facts of the case. The investigation may make use of interviews with all principal parties and potential witnesses, and reviews of communications between the relevant parties. The investigation will proceed based upon the principles of cooperation as listed in the IATE Code of Ethics.
5. Upon review of the facts of the case, the investigating officer(s) will determine appropriate disciplinary responses which include those set forth in the Code of Ethics, Student Agreement, and Licensing Agreement.
6. All findings and proposed disciplinary actions, upon approval by the IATE Board of Directors, will be delivered in writing to the relevant parties named in the Report.
12. It is contrary to this policy for an institution to retaliate, engage in reprisals or threaten to retaliate in relation to a Complaint or a Report.
13. Any processes undertaken pursuant to this policy will be based on the principles of administrative fairness. All parties involved will be treated with dignity and respect.
14. All information related to a Complaint or Report is confidential and will not be shared without the written consent of the parties, subject to the following exceptions:
15. If an individual is at imminent risk of severe or life-threatening self-harm.
16. If an individual is at imminent risk of harming another.
17. There are reasonable grounds to believe that others in the institutional community may be at significant risk of harm based on the information provided.
18. Where reporting is required by law.
19. Where it is necessary to ensure procedural fairness in an investigation or other response to a Complaint or Report.

This institution is certified by the Private Training Institutions Branch (PTIB). Certified institutions must comply with regulatory requirements, including the requirement to have a Sexual Misconduct policy. For more information about PTIB, go to [www.privatetraininginstitutions.gov.bc.ca](http://www.privatetraininginstitutions.gov.bc.ca).



## POLICY FOR LICENSED USE OF AUTHENTIC TANTRA® MATERIALS:

- ✓ The Graduate must be licensed and in good standing with IATE.
- ✓ The graduate must always use the ® in Authentic Tantra
- ✓ Never use Authentic Tantra for URL's, domain names, or website names
- ✓ Graduates in good standing can use the mark for meetup groups, classes, workshops, events where the modality is being presented.
- ✓ Includes Flyers + advertising for classes, workshops, and events
- ✓ Encouraged badges CATP in CED vault

This licensing guide is intended to provide clarity regarding the proper use of IATE training and marketing materials as well as other roles and responsibilities of licensed practitioners.

The most important thing to keep in mind is to maintain an open line of communication with IATE to ensure that you are in alignment with the terms of the Licensing Agreement. That way everyone – you, the Institute, and your client - is protected. Feel free to reach out to the IATE Board ([theboard@authentictantra.com](mailto:theboard@authentictantra.com)) if you have any questions.

### 1. Copyright and Contractual Agreements for licensed use of Authentic Tantra® Materials:

As you know, Authentic Tantra® is a trademarked brand, and all our training and marketing materials are protected as original works under copyright law. We do this to protect both ourselves and our licensed practitioners.

In order to be in compliance with both North American copyright laws and your IATE licensing agreement we wanted to provide clarity about the guidelines regarding the use of our materials.

2. **Under the terms of your License Agreement**, you are permitted to make use of the following materials in your IATE Continuing Education vault for marketing and professional purposes:

- ✓ branding assets
- ✓ coaching support documents & diagrams
- ✓ and materials contained within the Authentic Tantra® Module One and Module Three textbooks

Please note that the textbooks themselves are not to be reproduced and distributed.

**Proper Citation when using the materials:** Any text, language, phrases (such as “Pleasure is Medicine”) and/or images that you have sourced from any of our materials; videos, blogs, website, textbook, Shake Your Soul Song, etc., and is being used publicly on your website or marketing materials must include the proper citation. Additionally, you can make your own handouts of our content with the proper citation.

All such usage must be appropriately cited as follows:

© 2012-**[INSERT CURRENT YEAR]** Copyright Institute of Authentic Tantra® Education Ltd. All rights reserved. Used under license.

As an additional consideration, it is always a good idea to provide a link back to the IATE website. There are a couple of reasons for this. First, because of the way the search engine algorithms work, any text “borrowed” from IATE that is not cited is flagged as potential copyright infringement. This has a negative impact on your SEO. Your site is pushed further down the list when a search is conducted. On the other hand, by providing a link back to IATE, the SEO rankings of both sites are enhanced (win/win!)

**Individual Sessions:** You may record and make accessible video recordings of your individual sessions for as long as you would like/feel comfortable. There are no restrictions on the length of time these can be made available to the individual



**Meditation Recordings:** Graduates are free to make recordings of the 5 element meditations and running the elements for their clients. We ask that these recordings be a part of an established program that you are presenting and not made available for public consumption.

Any other recordings of IATE copyright material for use with clients must get board approval first.

### Online Group Coaching Programs:

By the terms of your Licensing Agreement, you may host these items without approval:

- ✓ online group coaching programs
- ✓ online group classes
- ✓ online webinars

You are licensed to record these sessions and make them available for your attendees for *one year AFTER the program ends*. We recommend ongoing access be granted at a yearly rate. **Please ensure video recordings that contain Authentic Tantra® methods are not downloadable.**

### Online Video Programs:

With the guidance of the lamas, the License Agreement provides for restrictions regarding stand-alone recorded video programs (“click and buy” programs). The relevant wording from the licensing agreement is here:

- ➔ Licensee shall not be entitled to create any recordings of the Works without the prior written consent of Licensor, whether such recordings are video recordings or otherwise and whether delivered through a tangible medium (such as DVD for example) or downloadable format (such as MP3 or WAV files for example) or by streaming of the audio-visual content of the Licensee’s performance, PROVIDED THAT the Licensor permits the Licensee to use the Works to the extent required to create articles, blogs, ebooks and webinars for the purpose of marketing the Licensee’s services only, and for recording live group trainings for one year, by students of Licensee after the said training period, with the right to continue to make the content available on a yearly basis thereafter, such permission being subject always to the Licensor’s right to revoke such permission at Licensor’s sole discretion.

This means that licensed practitioners **MUST** receive prior approval from the IATE Board of Directors **BEFORE** creating any stand-alone, “click and buy,” online video programs using Authentic Tantra® methods. Any video-based programs must be submitted to the Board for review at least 90 days **BEFORE** production begins, and any changes requested by the Board must be made prior to the release of the content. If this is a pathway you are considering, the best way to proceed is to discuss the project from its inception with the Board. Our aim is to provide guidance and clarity so that potential pitfalls of releasing this material in the public sphere might be reduced or eliminated.

The protocol for submitting online program requests is as follows:

- ✓ Before program development, send a proposal and a course outline to the Board at least 90 days before you wish to begin production. The Board can be reached at [TheBoard@Authentictantra.com](mailto:TheBoard@Authentictantra.com)
- ✓ The Board will review your proposal and if it is approved, will contact you via email to approve the program.

Here is a simple chart to review for greater clarity:

#### ONLINE GROUP COACHING PROGRAMS

- ✓ Prior approval not required
- ✓ Sessions can be recorded
- ✓ Recordings available for not more than 90 days after the program ends.
- ✓ Recordings NOT downloadable

#### STAND ALONE VIDEO PROGRAMS (LIKE FOI)

- ✓ Board approval required (see above)
- ✓ Recordings NOT downloadable
- ✓ One-Year access recommended (i.e. we recommend against “lifetime access” for any paid video content).

### 3. Teaching the Tibetan 5 Element Meditations

Lama Tashi has directed us to make use of three different approaches to teaching based on the situation and aptitude of the student(s). They are as follows:

- **Simplified** – meditations are taught without reference to the seed syllable, without chanting, and with the image moving in and out from the heart only. This is the most simplified version and must be used when teaching publicly, to large groups, or to students with a lower propensity for the practices. If in doubt, use this version.

- **Modified** – meditations may introduce the seed syllable and chanting, but still move in and out only via the heart centre. The central channel is NOT used. This is best for students of moderate propensity. Suitable for small, intimate group training where you're working with the students for a longer period of time (4 weeks or more).
- **Traditional** – meditations make use of the central channel, seed syllable, and chanting. These are for use in a 1:1 setting for students with appropriate propensity and capacity. Suitable for one-on-one coaching or in an incredibly intimate group coaching, where you can monitor each participant and assess their aptitude for the meditation.

#### 4. Code of Conduct:

Tibetan 5 Element/Authentic Tantra Practitioners are expected to adhere to the **Ethical Code of Conduct "Code of Ethics"**.

The Ethical Code of Conduct can be downloaded here: <https://www.authentictantra.com/code-of-ethics/>

#### 5. Practice and Teaching Guidelines:

*\*\*note: these are general guidelines. There are some variances for students who graduated in certain years.*

|                                                                                  | PRACTICE | TEACH |
|----------------------------------------------------------------------------------|----------|-------|
| Partner elemental practices during Tantric Union Breathing                       | ✓        | X     |
| Running the Tibetan Five Elements as partner practice: sexually and non-sexually | ✓        | X     |
| Microcosmic Orbit using the Tibetan Five Element practices                       | ✓        | X     |
| Pulling the Winds using the Tibetan Five Element Practices                       | ✓        | X     |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   |   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| <p>The Tibetan Five Element Meditation practices as taught by IATE and Authentic Tantra, and any associated methods or instruction including but not limited to:</p> <ul style="list-style-type: none"> <li>• The structure of the meditation practice, movement and placement along the central channel, and pelvic floor breathing.</li> <li>• The 5 element chart and its properties</li> <li>• The 5 elements and movement practices</li> <li>• Running the elements non-sexually and sexually</li> <li>• Using the elements during sexual healing sessions</li> </ul> | ✓ | ✓ |
| <p>Authentic Tantra / Tibetan Tantra Masturbation : aka “Somatic Self healing Sessions”</p> <p>including without limitation:</p> <ul style="list-style-type: none"> <li>• Setting up sacred space with the 5 elements and 5 senses</li> <li>• Meditation and Ocean Breath</li> <li>• Preparing the body for pleasure and all associated mudras</li> <li>• The order and intention of each mudra, from start to finish</li> <li>• Using the elements to facilitate healing</li> </ul>                                                                                       | ✓ | ✓ |
| <p>Ocean Breath and Application of the Ocean breath in the following practices:</p> <ul style="list-style-type: none"> <li>• Hand to heart and hand to genitals- positioning of practice and integration of it for somatic healing, especially in methods of with OAP, TM, and movement.</li> <li>• OAP and self pleasure</li> <li>• Somatic self healing sessions</li> <li>• Tantric Movement</li> </ul>                                                                                                                                                                  | ✓ | ✓ |
| <p>Orgasmic Awareness Practice (OAP)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | ✓ | ✓ |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| Pleasure Journal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | ✓ | ✓ |
| Authentic Tantra / Tibetan Tantra Yoni Massage and Lingam Massage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | ✓ | ✓ |
| <p>Partner Somatic Healing Practice” including without limitation:</p> <ul style="list-style-type: none"> <li>• Setting up sacred space with the 5 elements and 5 senses</li> <li>• Meditation and Ocean Breath</li> <li>• Preparing the body for pleasure and all associated mudras</li> <li>• The order and intention of each mudra from start to finish</li> <li>• Using the elements to facilitate healing</li> <li>• Semen Retention Techniques, including without limitation:</li> <li>• The 4 stages, as taught through IATE</li> <li>• The 4 methods, as taught through IATE</li> <li>• The use of the Ocean Breath with the methods to facilitate successful results</li> <li>• The use of the anal pull with Lock, block, and hold</li> <li>• The use of power winds during, before, and after sessions</li> </ul> | ✓ | ✓ |
| 5 Principles of Sexual Communication                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | ✓ | ✓ |
| Tantric Union Breathing, including the 5 step structure of this practice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | ✓ | ✓ |
| The 4 pillars of Authentic Tantra                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | ✓ | ✓ |
| Solo Running of the Tibetan Five Element healing practices: sexually and non-sexually                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | ✓ | ✓ |
| Application of the Tibetan Five Elements to bodywork during sexual or non-sexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | ✓ | ✓ |

|                                                                                                                                                                                                                                                                                           |   |   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| partner practice for healing                                                                                                                                                                                                                                                              |   |   |
| Yoni Ball exercises and Pelvic Floor Practices for men, including without limitation: <ul style="list-style-type: none"> <li>• The 7 positions for female bodies</li> <li>• Adapted instruction for male bodies including specific instructions regarding “turning the clock”.</li> </ul> | ✓ | ✓ |
| The 5 Core pelvic movements and The 5 Elements of Tantric Dance                                                                                                                                                                                                                           | ✓ | ✓ |
| Pulling the Winds without incorporating the 5 elements                                                                                                                                                                                                                                    | ✓ | ✓ |

As we move forward, we will continue to update these guidelines. The most important thing to keep in mind is to maintain an open line of communication with IATE to ensure that you are in alignment with the terms of the Licensing Agreement. That way everyone – you, the Institute, and your client - is protected. Feel free to reach out to [theboard@authentictantra.com](mailto:theboard@authentictantra.com) if you have any questions.



## RESPECTFUL LEARNING ENVIRONMENT POLICY

### A. Statement of Principle<sup>2</sup>

The best possible environment for working, learning and living is one in which respect, civility, diversity, opportunity and inclusion are valued. Everyone at the Institute of Authentic Tantra Education (IATE) is expected to conduct themselves in a manner that upholds these principles in all communications and interactions with fellow IATE community members and the public in all IATE-related settings.

### B. The Respectful Learning Environment

In the context of an academic community, responsibility for maintaining a respectful environment falls on all community members, including students, faculty, staff, and members of the public who participate in IATE-related activities. Excellence in the learning community is fostered by promoting the freest possible exchange of information, ideas, beliefs and opinions in diverse forms, and it necessarily includes dissemination and discussion of controversial topics and unpopular points of view. Respect for the value of freedom of expression and promotion of free inquiry are central to the mission of IATE. However, these freedoms cannot exist without an equally vigorous commitment to recognition of and respect for the freedoms of others, and concern for the well-being of every member of the learning community. Excellence in scholarship, teaching and employment activities flows from active concern and respect for others, including their ability to participate meaningfully in the exchange of information, ideas, beliefs and opinions. Therefore, freedom of expression and freedom of inquiry must be exercised responsibly, in ways that recognize and respect the dignity of others, having careful regard to the dynamics of different relationships within the learning community, such as between teacher and student, or supervisor and employee. A respectful environment is a climate in which the human dignity of each individual is valued, and the diverse perspectives, ideas and experiences of all members of the community are able to flourish.

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<sup>2</sup> Adapted from the UBC Statement on Respectful Environment for Students, Faculty and Staff, as approved by the UBC Executive, May, 2014.

## C. Activities Harmful to a Respectful Environment

Activities harmful to a respectful environment include behaviours ranging from expressions of disrespect such as rudeness and gossip, to bullying or harassment. Disrespectful behaviour, including bullying or harassment, is harmful to a respectful environment and therefore has no place at the IATE. It is not only a direct attack on the dignity and worth of the individual or group at whom it is directed, it undermines the freedoms of the whole community. For these reasons, disrespectful behaviour, including but not limited to bullying or harassment, is not acceptable and will not be tolerated by the IATE. Bullying or harassment is objectionable and unwanted behaviour that is verbally or physically abusive, vexatious or hostile, that is without reasonable justification, and that creates a hostile or intimidating environment for working, learning or living. Harassment may be intentional or unintentional. While bullying or harassment usually consists of repeated acts, a single serious incident that has a lasting harmful effect may also constitute bullying or harassment. Bullying or harassing behaviour includes cumulative demeaning or intimidating comments, gestures or conduct; verbal aggression or yelling; threats to a person's employment or educational status, person or property; persistent comments or conduct, including ostracism or exclusion of a person, that undermines an individual's self-esteem so as to compromise their ability to achieve work or study goals; abuse of power, authority or position; sabotage of a person's work; humiliating initiation practices; hazing; calling someone derogatory names; spreading of malicious rumours or lies; or making malicious or vexatious complaints about a person. Bullying or harassment does not include the exercise of appropriate managerial or instructional direction, including performance management and the imposition of discipline; constructive criticism; respectful expression of differences of opinions; reasonable changes to assignments or duties; correction of inappropriate student behaviour; instructional techniques such as irony, conjecture, and refutation, or assigning readings or other instructional materials that advocate controversial positions; and single incidents of thoughtless, petty or foolish words or acts that cause fleeting harm. A determination that disrespectful behaviour, including bullying or harassment, has occurred is based not only on what the alleged perpetrator and target of the disrespectful behaviour actually experienced, knew, or understood about each other and the situation, but on what a reasonable person in each of their circumstances would have experienced, known or understood, taking into account the full context of the situation.

## D. Addressing Respectful Environment Concerns

Primary responsibility for addressing respectful environment concerns, including concerns about bullying or harassment lies with all members of the IATE community who exercise supervisory or leadership roles. These individuals are well-placed to set examples for others by their own conduct, to communicate to those under their direction IATE's commitment to a respectful learning environment, and to take appropriate action to preserve or restore a respectful environment if problems arise. They are expected to take steps to maintain an environment free from disrespectful behaviour, and to prevent such behaviour, where possible.



## E. Reporting of Concerns / Incidents / Complaints

Specifically, when faculty, staff or students have concerns about disrespectful behaviour they have experienced or witnessed, they should contact their primary instructor or Senior Educational Administrator. Where the issue is not resolved or there is concern about conflict of interest, students should contact the Senior Educational Administrator or any of the Senior Instructors.

## F. Investigation of Concerns/Incidents/Complaints

The Senior Educational Administrator will be responsible for the investigation of any concerns/incidents /complaints related to this policy. Should there be a conflict of interest, investigations will be directed by the Board of Directors. The Senior Educational Administrator or Board members, whether responding to a concern raised to them or taking action because they have otherwise become aware that a person may be engaging in disrespectful behaviour, are expected to act promptly to determine if behaviour contrary to the Respectful Environment Statement including incidents of bullying or harassment has occurred or is ongoing, and if so, to address the behaviour and its damaging effects.