



Code of Conduct

The Amita Code of Conduct reflects both contemporary secular and Buddhist ethical standards, seeks to identify unacceptable kinds of behaviour, and establish a straightforward pathway for reporting breaches of conduct and resolving grievances.

We at Amita Buddha Centre (hitherto known as 'Amita') are a non-denominational school following the path of universal truth. It is our shared wish to create a safe environment for the study and practice of the Dharma, one where we all feel a sense of responsibility for each other's well-being and spiritual path.

Whatever our participation or role in the activities associated with Amita, everyone has a responsibility to conduct themselves in accordance with the laws of the land and the ethical behaviour outlined in this document.

To care for others, ourselves and our community we are committed to:

- Acting in ways that are respectful, kind, loving and non-judgmental
- Being aware of our actions and the way we may affect others
- Acting in ways that are not aggressive or intimidating. Harassment and bullying of any kind are not tolerated under any circumstances
- Never treating anyone in a way that might cause physical harm or psychological trauma

Teachers, instructors and anyone representing Amita at any level also commit themselves to:

- Holding as their highest priority and motivation the welfare of the individual student, the Centre and the Dharma as a whole
- Not entering into an intimate relationship with a participant during an event, retreat, course, or any situation during which they are in a position of authority. In other circumstances, any intimate relationships are expected to be based on mutual respect and openly acknowledged, meaning non-secretive
- Taking part in regular training in ethical behaviour, which will include recognising misconduct, receiving complaints and dealing with grievances

Board members and members of management are also pledged to the highest standards of charity governance, to adhere to the requirements of statutory regulators, and to maintain the highest standards of financial transparency.



Everyone in Amita is encouraged to clarify or report a breach of conduct by following the *Amita Grievance Procedure*.

The *Code of Conduct* document will be signed by everyone with a role in the activities associated with Amita. We have also developed a fuller set of *Shared Values and Guidelines*. Both are living and collaborative documents that will be amended and updated from time to time.