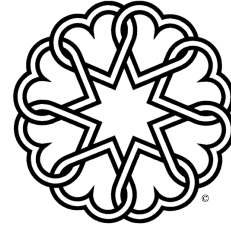


Dances of Universal Peace Ethics Policy

Mentor Teachers Guild Guidance Council 2010



Ethics Guidelines

We recognize that we are all affected by the less healthy parts of our individual selves and our culture around issues of power, sex and money. Out of respect for the Dances of Universal Peace, for ourselves, and for those who dance with us, we regard ourselves as responsible to act in the most ethical manner possible at all times. We are all in this together and no one is exempt from these influences of our society. We also recognize that mistakes and accidents happen. In this regard, we will continue our own process of healing and surrendering to the Only Being. We will uphold basic ethical guidelines common to the precepts of the sacred paths and religions.

1. We will do our best to be sensitive to the dynamics of interpersonal relationships, particularly when an imbalance of power may exist or be perceived to exist. We agree not to use our roles as leaders or mentors to manipulate or indulge in favors that otherwise would not be given freely. As Dance leaders we agree to hold with integrity the whole circle's safety, realizing that our personal connections with members of the circle are in service to the circle as a whole.
2. The Dances are a spiritual practice that can awaken many qualities within us, including romantic and sexual feelings. As leaders and teachers we understand that even though these feelings may arise, we will not act on them. We agree not to pursue a sexual or romantic relationship with participants in the circle during a Dance event or retreat. We will not act in any way that could take advantage of any participant's vulnerability.
3. Mentors agree to refrain from sexual activity with their own mentees. It is requested that the mentoring relationship be mutually acknowledged as ended, and that the mentee find a new mentor before a mentor and mentee decide to explore a romantic or sexual relationship.
4. We will be honest and straightforward in our dealings with money and do our best to be explicit about fees we charge or contributions that we expect as reasonable compensation for time, expenses and travel in relation to dance leading and mentoring.
5. We will be honest in our communications with each other and with participants, and do our best to practice respectful, clear, and direct communication.
6. We will not use intoxicants or be affected by them during the leading of any Dance event.
7. When ethical issues arise, we will do our best to bring them to resolution, including among other things by self-inquiry, attentive listening, skillful speech, seeking and receiving guidance and support, and practicing effacement. We agree to consult with our mentor for guidance and objectivity whenever concerns of an ethical nature arise, whether we are the person with the concerns or the person whose behavior is the object of the concerns.
8. We agree to handle difficulties of an ethical nature in accordance with the Ethics Policy.

Ethics Co-Chair(s)

The Mentor Teachers Guild Guidance Council (MTG GC) and the MTG Spiritual Guide will select from the body of mentors an Ethics Chair (or 2 Co-Chairs if available), designated to receive reports of abusive incidents and violations of ethical guidelines. The MTG GC in consultation with the Spiritual Guide will annually confirm these appointments.

Ethics Complaint Process

1. In the interests of acknowledging and supporting the capacity of the local communities, we encourage anyone with concerns about the ethical behavior of a member of the Leaders Guild to address these concerns directly with the person involved and try to resolve the issue informally, with assistance of local resources. Should those efforts fall short of resolution to the satisfaction of all concerned, we encourage the concerned person to discuss this further with their mentor and consider a preliminary discussion of the issues involved with the Ethics Co-Chairs, prior to determining whether to file a formal ethics violation complaint.
2. If a decision is made to make a formal ethics violation complaint, it is to be filed with the Ethics Chair(s), who will inform the MTG GC and the respective mentors.
3. The Ethics Chair(s) will ask the concerned person if they have tried to address and resolve the issue directly with the person(s) involved, and if they have sought support from their own mentor. If they have not, the Ethics Chair(s) will encourage them to do so. If requested, the Chair(s) will offer consultation and suggestions for referral for conflict resolution or mediation.
4. If the above steps do not resolve the issue, the MTG GC Chair and the Ethics Chair(s) will consider forming a committee.
5. The Ethics Committee will be comprised of the mentor and the spiritual guide/ teacher/ initiator (if they have one) of the person in question, the Ethics Chair(s), the MTG GC Chair, and another MTG member. The Committee will address each situation with the hope of arriving at a creative solution that will be beneficial to all involved.
6. If anyone is dissatisfied at any point in the above process, they may request proceeding to the next step.
7. Neither the MTG nor the Ethics Committee is a legal or quasi-legal body. We work on the basis of trust, collaboration, consent and mutual respect. If the Ethics Chair(s) or the Ethics Committee perceives that legal issues may be involved, the parties will be referred to the appropriate authorities.
8. All persons acting for the MTG will maintain the strictest confidentiality of all reports of alleged violation of ethical guidelines, with the understanding that the above-named persons (Mentors, Ethics Chairs, MTG GC Chair, Spiritual Guide, et al.) will be involved and will also hold this information in confidence.

Note: Dance leaders may choose to make this Ethics Policy available at regular public meetings and other ongoing classes in the Dances of Universal Peace and Walking Meditations