

## **Code of Conduct for Teachers, Presenters, Leaders, and Staff**

It is essential that teachers, presenters, leaders, and staff have sufficient self-awareness in order to maintain clear boundaries in their interactions with others. In these positions, we are in a position of power, and we need to recognize that students may project upon us both positive and negative qualities that we may or may not possess. We have a responsibility to recognize any aversion or desire for personal gain or gratification that might arise within us in our relationships with students and mentees. We will also remain conscious of unequal power dynamics as teachers, presenters, leaders, and staff in order to safeguard an environment within which the students' practices and development can be supported. In addition to aspiring to the Personal Commitments, I understand and agree to the following specific Code of Conduct related to ethical behavior and violations.

### **Code of Conduct**

I agree to represent my qualifications honestly and practice within the scope of my background training, knowledge, and experience. If I recognize something is outside the scope of my competence or training, I will refer to an appropriate profession.

I agree to continue my personal practice and professional development in the evolving articulation and presentation of The 3 Doors practices in alignment with the Tibetan Bon lineage of our founding teacher, Tenzin Wangyal Rinpoche.

I agree to hold myself as a steward of safe and sacred space by maintaining clear personal and professional boundaries. I will maintain awareness of my position of power and influence in relationship to students, being especially attentive to my own pain identity; specifically, my personal agendas, perceptions, and expectations. I will not seek to fulfill my needs such as for money, sex, power, or affirmation at another's expense.

I agree to hold myself as a steward of safe and sacred space by refraining from romantic or sexual relationships with any student engaged in a 3 Doors Academy or other 3 Doors retreat or program. I will not invite, act upon, respond to, or allow sexual or romantic contact with a student during the time that person is a student even if the student initiates such contact.

### **Ethics Violations**

I acknowledge and accept that the following actions are ethics violations and strictly prohibited at The 3 Doors academies, retreats and other 3 Doors sponsored programs and activities, offered online or in-person, or in any aspect of my role as teacher, presenter, leader, or staff member.

Engaging in nonconsensual sexual contact, sexual harassment, and harassment or bullying of any kind.

Engaging in sexual and/or romantic contact with a student or mentee.

Violating the confidentiality of a participant in a 3 Doors program.

Using positions of power and influence for financial or other personal gain.



Misrepresenting one's qualifications, empowerments, or standing in The 3 Doors community.

Teaching or presenting 3 Doors practices without written 3 Doors authorization.

Engaging in criminal activity of any kind.

### **Policy and Procedures**

I acknowledge and agree that engaging in any of these ethics violations will make me subject to [The 3 Doors Ethics Violations Policy and Procedures](#).

I understand that agreeing to all aspects of this Code of Conduct, including the Ethics Violations Policy and Procedures, is a requirement for my participation as a 3 Doors teacher, presenter, leader, or staff member.

I agree to cooperate with the Ethics Council if I am included in any complaint brought before the Ethics Council that is related to ethical issues.

If I become aware of an ethics violation, I will immediately consult with a member of the Ethics Council for guidance and clarity.

### **Confidentiality Agreement**

I agree to maintain strict confidentiality except where disclosure is necessary (such as a threat of harm to self or others) to safeguard the emotional or physical well-being of my students or mentees. I will share related information only with a 3 Doors Senior Teacher or Ethics Council member.