

THE 3 DOORS CODE OF ETHICS

I. **Mission:** The 3 Doors is an international nonprofit organization dedicated to transforming lives through meditation practices grounded in wisdom and compassion. Founded in 2010 by Tenzin Wangyal Rinpoche, a Tibetan meditation master, the 3 Doors is a vibrant, ever-expanding practitioner community committed to supporting one's natural inclination to serve the well-being of others.

II.

The cornerstone of The 3 Doors approach is anchored in the view of loving-kindness, compassion, and wisdom. To serve as a guide and a keystone for this approach, these Ethical Codes of Conduct are exemplar to our manifest vision.

III. **The 3 Doors Core Values**

1. Integrity -- to live in congruence with the Inner Refuge
2. Openness and Respect
3. Confidentiality
4. Inclusivity and Diversity
5. Collaboration
6. Visionary (innovative)
7. Trust
8. Teaching Excellence

IV. **The 3 Doors Commitments**

• **Commitment to Self**

I commit to the continuing practice of reflecting upon my conduct and bringing reactivity (pain body, speech, and mind) to my practice. Trusting in the inner refuge, I seek to transform my pain identity and allow positive qualities to emerge for the benefit of self and others.

• **Commitment to One Another**

I endeavor in all my interactions with others to remain open, clear of bias, and warmly present.

• **Commitment to My Professional Community, Local Community, and the World**

I commit to discovering my gifts and bringing them forth in service to the well-being of others.

• **Commitment to The 3 Doors Community**

We form relationships and interact with one another based on a shared trust and confidence that each of us aspires and practices to connect with the unbiased openness, clarity, and genuine warmth of the inner refuge and express our lives from this place.

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- I commit to regarding others with openness and respect.
- I commit to becoming aware of my pain speech and endeavor to avoid gossip, slander or other forms of pain speech that might cause divisiveness in The 3 Doors community.
- I understand that everyone's journey is sacred and unique and commit to maintaining confidentiality with respect to the experiences expressed by them within The 3 Doors community.
- I embrace multicultural experience and diversity as strengths of The 3 Doors global organization. As such, I respect others and strive to create and uphold an inclusive environment free from discrimination, judgement, and exclusion.
- As a teacher, presenter or leader, 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 professional.
- As a teacher, presenter or leader, I agree to continue my professional development in the evolving articulation and presentation of The 3 Doors practices.

I. **Code of Conduct Agreement: Please check the appropriate line below, read and sign.**

 I Am a Teacher, Presenter or Leader

It is essential that teachers, presenters or leaders have sufficient self-awareness in order to maintain clear boundaries in their interactions with others. As teachers, presenters and leaders 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 and leaders, in order to safeguard an environment within which the students' practices and development can be supported. And finally, we aspire to embody the Core Values and Commitments of The 3 Doors Community as stated above.

Thus, as a Teacher, Presenter or Leader, I understand and agree to the following Code of Conduct:

Ethical Violations and the Policy and Procedures Agreement

- I acknowledge and accept that the following actions are ethical violations and strictly prohibited at The 3 Doors academies, retreats and other 3 Doors related programs and activities:
 - Engaging in nonconsensual sexual contact, sexual harassment, and harassment or bullying of any kind;

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- A teacher, leader, or presenter engaging in sexual and/or romantic contact with a student or mentee;
 - Violating the confidentiality of a participant in a 3 Doors program (except in cases of potential harm. See Policy & Procedures and Ethics Complaints Forms).
 - 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 outside the scope of one's 3 Doors authorization;
 - Engaging in criminal activity of any kind.
- I acknowledge and agree that engaging in any of these ethical violations will make me subject to The 3 Doors Ethical Violations Policy and Procedures (the "Policy and Procedures").
 - I agree to review and sign the "Policy and Procedures," and understand and agree that signing this document is a requirement for my participation as a 3 Doors teacher, presenter, or leader, and/or student and for my participation as a 3 Doors community 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 ethical violation, I will immediately consult with a member of the Ethics Council. Upon occasion, I may consult with teachers and mentors to better serve the needs of a student or mentee.
 - If a romantic attraction or other ethical conflict arises, I agree to immediately seek support and guidance from any member of The 3 Doors Ethics Council.

Professional Agreement

- 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.

Romantic/sexual Relationship Agreement

- 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,

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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.

Confidentiality Agreement

- I agree to maintain strict confidentiality except where disclosure is necessary (such as threat of harm to self or others or seeking outside professional consultation) to safeguard the emotional or physical well-being of my students or mentees. **I will share this information with a senior teacher or Ethics Council member only. This does not preclude my seeking additional advice and support for my own well-being outside of The 3 Doors community.**

Signature: _____ Date: _____

_____ I Am a Student

It is essential that students have sufficient self-awareness in order to maintain clear boundaries in their interactions with others. As a student and/or potential presenter of The 3 Doors Academy, I have a responsibility to recognize any aversion or desire for personal gain or gratification that might arise within me in my relationships with others. I aspire to embody the Core Values and Commitments of The 3 Doors Community as stated above.

Thus, as a student, I understand and agree to the following Code of Conduct:

Ethical Violations and the Policy and Procedures Agreement

- I acknowledge and accept that the following actions are ethical violations and strictly prohibited at The 3 Doors academies, retreats and other 3 Doors related programs and activities:
 - Engaging in nonconsensual sexual contact, sexual harassment, and harassment or bullying of any kind.
 - A teacher, leader, or presenter, engaging in sexual and/or romantic contact with a student or mentee.

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- Violating the confidentiality of a participant in a 3 Doors program (except in cases of potential harm. See Policy & Procedures and Ethics Complaint Forms).
 - 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 outside the scope of one's 3 Doors authorization.
 - Engaging in criminal activity of any kind.
- I acknowledge and agree that engaging in any of these ethical violations will make me subject to The 3 Doors Ethical Violations Policy and Procedures (the "Policy and Procedures").
 - I agree to review and sign the "Policy and Procedures" and understand and agree that signing this document is a requirement for my participation as a student and 3 Doors community 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.

Confidentiality Agreement

- I will maintain strict confidentiality **except** in the event that disclosure is necessary (such as threat of harm to self or others) to safeguard the emotional or physical well-being of a fellow student. **I will share this information with a senior teacher or Ethics Council member only. This does not preclude my seeking additional advice and support for my own well-being outside of The 3 Doors community.**

Change of Status

- I understand and agree that should I become a 3 Doors teacher, presenter, or leader, through signing my name below, the section of this agreement pertaining to teachers, leaders, and presenters will also apply to me.

Signature: _____

Date: _____