



Konty Yoga - A Family Yoga Center

Konty Yoga Ashram, Near Sadolxem Bridge Delem Village, Canacona. Goa, 403702

Anti-Harassment Policy

Overview

Harassment is a legal term that means unwelcome verbal and non-verbal conduct directed against someone in a protected class.

Sexual harassment is a legal term that means unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace.

Sexual misconduct is a non-legal term used informally to describe a broad range of behaviors which may or may not involve harassment.

Harassment against Members of Protected Class

We at **Konty Yoga – a Family Yoga Center** do not permit Our Managers, Employees, Teachers, Independent Contractors, Students, or Others in the workplace to harass any other person because of age, gender (including pregnancy), race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, genetic information, or any other basis proscribed by law.

At **Konty Yoga – a Family Yoga Center** Harassment is unwelcome verbal or non-verbal conduct, based upon a person's protected characteristic, that

- (i) Denigrates or shows hostility or aversion toward the person because of the characteristic and which affects their employment opportunities or benefits;
- (ii) Has the purpose or effect of unreasonably interfering with their work performance;
- (iii) Enduring the offensive conduct becomes a condition of continued employment; or
- (iv) Has the purpose or effect of creating a work environment that a reasonable person would consider intimidating, hostile, or abusive.

At **Konty Yoga – a Family Yoga Center** Harassment includes epithets, slurs, name calling, negative stereotyping, insults, intimidation, ridicule, threatening, intimidating or hostile acts, denigrating jokes, and display in the workplace of written or graphic material

that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic. Petty slights, annoyances, and isolated minor incidents may not rise to the level of harassment.

Sexual Harassment in the Workplace

We At **Konty Yoga – a Family Yoga Center** do not tolerate sexual harassment in our studio/Shala/School. Sexual harassment refers to any unwelcome sexual attention, sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature when:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance; or
- (d) Such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment.

Sexual Misconduct

We At **Konty Yoga – a Family Yoga Center** prohibit sexual misconduct in our Ashram/Shala/School. Sexual misconduct is any unsolicited and unwelcome sexual advance including requests for sexual favors, sexual touching, and verbal, visual, or physical conduct that creates a sexually hostile environment in a yoga class or studio.

At **Konty Yoga – a Family Yoga Center** Sexual misconduct also arises if a teacher engages in conduct that has the purpose or result of requiring a student to submit to such conduct to obtain any benefit or privilege relating to the study or teaching of yoga.

While it is not possible to list all the circumstances that may constitute sexual misconduct, the following are examples of misconduct:

1. Sexual advances whether they involve physical touching or not;
2. Sexual epithets, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life, comments on an individual's body, sexual activity, deficiencies, or prowess;

Displaying sexually suggestive objects, pictures, cartoons;

- ✚ Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- ✚ Comments or conjecture about a person's sexual orientation or gender identity;
- ✚ Inquiries into one's sexual activities;
- ✚ Sexually oriented asana adjustments or touch; and
- ✚ Discussion of one's sexual activities.

Verbal Harassment

- ✚ Unwanted sexual teasing, stories, jokes, remarks, or questions
- ✚ Sexual comments, stories or innuendo
- ✚ Turning work discussions to sexual topics
- ✚ Asking about sexual fantasies, preferences, or history
- ✚ Asking personal questions about social or sexual life
- ✚ Sexual comments about a person's clothing, anatomy, or looks
- ✚ Telling lies or spreading rumors about a person's personal sex life.
- ✚ Referring to an individual as a doll, babe, sweetheart, honey, or similar term
- ✚ Repeatedly asking a person out on dates who is not interested
- ✚ Unwanted letters, telephone calls, or sending materials of a sexual nature
- ✚ Stalking on social media
- ✚ Unwanted pressure for sexual favors

Non-Verbal Harassment

- ✚ Blocking a person's path or following
- ✚ Giving unwelcome personal gifts
- ✚ Displaying sexually suggestive materials
- ✚ Making sexual gestures with hands or through body movements
- ✚ Unwanted sexual looks or gestures

Physical Harassment

- ✚ Hugging, kissing, patting, or stroking
- ✚ Touching or rubbing oneself sexually around another person
- ✚ Unwanted deliberate touching, leaning over, cornering, or pinching
- ✚ Giving an un-wanted massage
- ✚ Sexually oriented asana adjustments or touch
- ✚ Promising enlightenment or special teachings or status in exchange for sexual favors
- ✚ Actual or attempted rape or sexual assault

Romantic Relationships between Teachers and Students

At **Konty Yoga – a Family Yoga Center** Teachers shall not invite, respond to, or allow any sexual or romantic conduct with a student during the period of the teacher-student relationship.

At **Konty Yoga – a Family Yoga Center** Sexual or romantic interactions that occur during the teacher-student relationship constitute sexual misconduct and are unethical. Sexual or romantic interactions detract from the goals of the teaching relationship, may exploit the vulnerability of the student, may obscure the teacher's judgment concerning the student, may be detrimental to the student's well-being and damage the reputation of the yoga community.

At **Konty Yoga – a Family Yoga Center** Yoga teachers must maintain professional boundaries in their relationships with students so that the best interests of the students are served. The interest of the teacher is not relevant: the art of teaching yoga is focused on serving the spiritual needs of the student. The teacher-student relationship involves an imbalance of power and any appearance that this imbalance has been exploited for the sexual purposes of the teacher is unethical. Even if the relationship is initiated by the student, it must still be avoided by the teacher.

At **Konty Yoga – a Family Yoga Center** If a teacher is becoming romantically involved with a student, the teacher should end the teaching relationship. The teacher must ensure that any behavior in dealing with students is always professional and not open to misunderstanding or misinterpretation. If a relationship begins to develop, the teacher should seek the guidance of school management.