

Aryaloka Teacher Agreements

For the purposes of these agreements, the term “teachers” includes: all people in teaching, leadership, or support roles at Aryaloka.

- Teachers commit to follow and exemplify the five precepts and the Aryaloka Ethical Guidelines. Teachers who are Order Members are further committed to the ten precepts they undertake at ordination.
- Teachers at Aryaloka Buddhist Center strive to benefit those with whom they work. They take care to do no harm to those with whom they work.
- Teachers at Aryaloka seek to promote accuracy, honesty and truthfulness in their teaching. They do not intentionally misrepresent themselves, their knowledge or their position.
- Teachers respect the dignity and worth of all people, and the rights of individuals to self-determination. They do not use coercive means with respect to the decision-making of those they are teaching.
- Teachers understand that students and other sangha members have diverse personal histories and may have vulnerabilities that are not apparent, and teachers therefore communicate with care and sensitivity.
- Teachers do not exploit others in their role as teachers. They do not misuse persons they are teaching for personal financial gain nor do they engage in sexual intimacies with those they are teaching.
- Teachers agree to specific limitations on sexual and romantic involvement with those they teach and others new to Buddhism and/or Aryaloka:
 1. Teachers refrain from sharing amorous or sexual feelings, flirting or suggestive language, and intimations of future romantic and sexual relationships, most especially during retreats and formal teaching.
 2. A teacher will not enter into a sexual or romantic relationship with a person for whom they are a primary contact nor with a person who is in a course or retreat the teacher is leading.

3. A teacher will not enter into a relationship with such a person until and unless that person has formed other relationships and points of contact in the sangha.
 4. Additionally, a teacher in the local Order who wishes to enter a relationship with someone new to the center (less than 1 year) will discuss this openly with other Order members and will inform the Aryaloka Spiritual Vitality Council should any relationship develop.
 5. Visiting teachers agree to refrain from any sexual or romantic involvement with local students for the duration of their visit.
- Teachers work only in areas within the boundaries of their competence based on their education, study, experience and knowledge.
 - Teachers will be provided with a copy of the Aryaloka Teacher Agreements and the Grievance Reporting Policy.
 - The Aryaloka Spiritual Vitality Council has the responsibility of ensuring teachers are familiar with the Aryaloka Teacher Agreements and Ethical Guidelines. Anyone becoming aware of possible breaches or complaints of an ethical nature should report this to a member of the Spiritual Vitality Council. The Spiritual Vitality Council will make certain that an appropriate investigation occurs.
 - The Aryaloka Teacher Agreements, Ethical Guidelines and Grievance Reporting Policy will be made public to everyone.
 - Members of the Aryaloka Spiritual Vitality Council and the Board of Directors are posted on the Aryaloka website.

Instituted 2015; revised 2020