



## **Ethics and Inclusivity Statement**

Roaring Fork Zen, its facilitators, practice leaders, and sangha members mutually agree and covenant to dedicate ourselves to welcome all who choose to join us. We recognize, honor, and appreciate diversity as to race, ethnicity, sexual orientation, gender identity, age, creed, immigration status, religious background, ability, income, family status, and level of practice.

We are committed to looking deeply at and taking action to address the causes of suffering, including our own karmic conditioning that influences our behavior.

As students of the way, we aspire to right thought, speech and action in every aspect of our lives. In co-creating this community, we vow to honor the inherent interbeing of all things, including each other. That begins with the first bodhisattva precept of not killing, in which we vow to *do no harm*.

Specifically, each member of this community, in particular facilitators, practice leaders, and anyone else in a position of authority, covenants with each other to:

- Make decisions by collective consensus whenever possible and via democratic process when not;
- Treat each other with honor and respect, refraining from coercion, undesired attention, and harmful, oppressive, or exclusionary speech or conduct; and
- Maintain the confidence of personal information shared with the sangha.

Additionally, all facilitators, practice leaders, and anyone else in a position of authority, commit to:

- Refrain from sexual or other romantic interaction with other members of the sangha unless the relationship pre-existed the formation of RFZ;
- Not favor any member of the sangha, particularly those with whom there was a pre-existing relationship;
- Manage sangha resources with diligence, transparency, and integrity; and
- Honor clear boundaries, including referring students for appropriate assistance when there is not adequate expertise to meet their needs.

Zen insight should never be understood as exempting anyone from adherence to standard norms of conduct. If anything, it invites us to ever-heighten our self-discipline as we simplify and purify our path, recognize our capacity to cause harm, and intend to offer our peace and compassion to all beings.