

Harassment and Retaliation Policy

RainbowLight Yoga School

The RainbowLight Yoga School(the School) is committed to providing a learning environment in which all individuals are treated with respect and dignity. Each student, graduate, instructor and staff member should be able to expect an atmosphere that promotes goodwill and prohibits discriminatory practices and harassment. The School expects that all relationships among persons participating in school activities will be respectful and free of harassment and unjustified bias and prejudice.

INDIVIDUALS AND CONDUCT COVERED

This policy applies to all members and guests participating in Club activities, and it addresses harassment, discrimination and retaliation whether engaged in by students, teachers, instructors and staff members or by someone not directly connected to the School (e.g., vendor or guest). Conduct outside of the School activities and relationships is not subject to this policy. Conduct prohibited by this policy is unacceptable in all School activities, including classes, workshops, meetings and related social events.

PROHIBITED HARASSMENT

Harassment of any member or guest on the basis of his or her race, religion, color, national origin, age, sex, sexual orientation, marital status and physical or mental disability will not be tolerated. Prohibited harassment includes unwelcome conduct that demeans, or shows hostility or aversion towards, individuals because of their status as noted above and which has the purpose or effect of creating a hostile, intimidating, or offensive School environment. Violations of this policy may result in disciplinary action up to and including termination of enrolment in school, exclusion from School activities and reporting of conduct that may be illegal to law enforcement.

EXAMPLES OF PROHIBITED CONDUCT:

Examples of conduct prohibited by this policy include but are not limited to: Unwelcome verbal or physical conduct that denigrates or shows hostility toward a person because of his or her gender when the conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment within the School or at School activities. Unwelcome intentional physical contact. Asking unwelcome questions or making unwelcome comments about another person's sexual activities, dating, personal or intimate relationships, appearance, race, religion, age, or any other status as noted above. Unwelcome whistling, staring, gesturing, or leering at another person. Unwelcome sexually suggestive or flirtatious gifts, letters, notes, e-mail, or voice mail; unwelcome sexual advances or flirtations. Conduct or remarks that are sexually suggestive or that demean or show hostility toward a person because of the person's gender, age, race or other status as noted above (including jokes, taunts, negative stereotyping, threats and blocking of physical movement). Displaying or circulating pictures, objects or written materials (including

graffiti, cartoons, photographs, pinups, calendars, magazines, figurines, novelty items) that are sexually suggestive or demeaning or show hostility to a person because of the person's gender, race, age, religion or any other status as noted above.

If you have any questions about what constitutes harassing behavior prohibited under this policy, ask any staff member of the School.

REPORTING AN INCIDENT OF HARASSMENT, DISCRIMINATION, OR RETALIATION

Maintaining a harassment-free School requires the cooperation of all students, graduates, instructors and staff. It is very important that students, graduates, instructors and staff report to the School first-hand knowledge of any conduct they believe is improper under the School policies prohibiting harassment, discrimination and retaliation, regardless of whether the conduct of concern is directed at that member personally or at someone else. Any students, graduates, instructors and staff who believes that he or she has been subjected by anyone to conduct that is contrary to the School's policies is encouraged – but not required – to tell the person promptly that the conduct is unwelcome and ask the person to stop the conduct. Anyone who receives such a request must immediately comply with it and must not retaliate against the member who made the request. Any students, graduates, instructors and staff who believes that he or she has been subjected by anyone to conduct that is contrary to the Club's policies is urged to report the matter immediately to the School secretary. The School urges the prompt reporting of complaints or concerns so that consideration of School action can begin promptly.

THE INVESTIGATION After receiving a complaint of conduct covered by this policy, School representatives will conduct a prompt investigation and make a determination about the validity of the claim and any further action to be undertaken. The investigation will include speaking to the person against whom the complaint is made to get his/her side of the story. If it appears that after investigation some disciplinary action is warranted, then a hearing will be conducted at which time the person against whom the complaint is made is advised of the charges, the proposed discipline, and given an opportunity to be heard. The current School Director will hear the case and make a decision at this time. Members must cooperate fully with the School's investigation. Dishonesty during an investigation will be grounds for immediate termination of School affiliation and course registration.

CONFIDENTIALITY Confidentiality will be maintained throughout the investigatory process to the extent consistent with an adequate investigation and appropriate corrective action. In a similar respect, the School may elect, at its discretion, to not disclose to or discuss with members the results of its investigation or the actions taken in response to a complaint. The School cannot guarantee anonymity to members lodging a complaint. Due process may require revealing the complainant's name to the accused and typically includes an opportunity for the subject of the complaint to be heard before a course of action is chosen.

RETALIATION AND FALSE ACCUSATIONS PROHIBITED The School strictly prohibits retaliation against any individual who reports prohibited conduct in good faith or who participates

in an investigation of such reports. Such retaliation will be subject to disciplinary action up to and including termination. Any member who makes a false report of harassment or discrimination will be subject to disciplinary action, up to and including termination of School registration and/or affiliation.