

**BLACK BEAR YOGA**  
**The Golden Standards of Sensitivity**  
**Anti Harassment Policy**

**1. Purpose**

**Black Bear Yoga LLC ( hereinafter referred to as company is committed to providing an environment for our members, directors, officers, employees, volunteers and persons served by the Company. That is comfortable, safe and free from harassment of any kind.**

**2. Definition**

**Harassment can take many forms. It may be, but is not limited to. The following: words, signs, jokes, pranks, intimidation, physical contact, or violence. Harassment does not have to be sexual in nature. Sexual harassment may include unwelcome sexual advances: requests for sexual favors; or other verbal or physical contact of a sexual nature when such conduct creates an intimidating environment or prevents an individual from effectively performing the duties of his or her position, or when such conduct is made a condition of employment or compensation. Either implicitly or explicitly. It is not the intent of the behavior by the offender that determines if harassment has occurred by whether the behavior is welcome by the receiver.**

**3. Responsibility**

**A covered person is responsible for helping keep our work environment free of harassment, including the work environment of company's clients with whom you have contact. If you become aware of an incident of harassment, weather by witnessing the incident or being told of it, you must report it to \_\_\_\_\_ with whom you feel comfortable. When the company becomes aware of harassment, it is obligated by law to take prompt appropriate action, regardless of whether the victim wants the company to do so .**

#### **4. Complaint Procedure**

**Any covered person, who believes that he or she has suffered harassment in violation of the Harassment Policy, should take the following action:**

- a. If you are able to do so without conflict or danger, tell the harasser as clearly as possible that the behavior is unwelcome;**
- b. If the behavior continues, advise your direct supervisor of your complaint. Clearly identify the behavior surrounding the complaint;**

#### **5. Confidentiality**

**The company, including all persons to whom a violation of this Harassment Policy has been reported and persons who have become aware of a complaint, must maintain confidentiality.**

**5.**

**A covered person is responsible for helping keep our work environment free of harassment, including the work environment of company's clients with whom you have contact. If you become aware of an incident of harassment whether by witnessing the incident or being told of it, you must report it to the Program Director with whom you feel comfortable. When the company becomes aware of harassment, it is obligated by law to take prompt appropriate action, regardless of whether the victim wants the company to do so.**

#### **6. Complaint Procedure**

**Any covered person, who believes that he or she has suffered harassment in violation of Harassment Policy, should take the following action:**

- a. If you are able to do so without conflict or danger, tell the harasser as clearly as possible that the behavior is unwelcome;**

- b. If the behavior continues, advise your direct supervisor of your complaint. Clearly identify the behavior surrounding the complaint;**

## **5. Confidentiality**

**The company, including all persons to whom a violation of this Harassment Policy has been reported and persons who have become aware of a complaint, must maintain confidentiality.**

### **Gold Standard of Sensitivity (GSS™)**

**Integrity • Purpose Statement • Advertising and Public Communications • Professional Growth/Continuing Education • Teacher/Student Relationships • Financial Practices • Scope of Practice • Confidential Information • Inter-Professional Relationships • Advertising and Public Communications • Yoga Equity**

### **Primary Pillars of Authentic Sadhana (PPAS™)**

**The Gold Standards of Sensitivity (GSS™) and Primary Pillars of Authentic Sadhana (PPAS™) Involve practical situational awareness, Time Sensitive Presence, Efficiency, Safe and Sustainable work environment for all involved. With emphasis on respecting personal boundaries. The intentions are to uphold supreme sensitivity in modern times.**