



DZOGCHEN BEARA

BUDDHIST MEDITATION CENTRE

Dzogchen Beara Code of Conduct

Dzogchen Beara is committed to the highest standards of care and ethical conduct. Whatever their participation or role in the activities associated with Dzogchen Beara, everyone has a responsibility to conduct themselves in accordance with Irish Law and the ethical behaviour outlined in this Code of Conduct.

Extensive advice about ethical conduct already exists within the teaching of Buddha. Here, we summarise certain key features while providing practical guidelines to clarify what is expected of all who participate in Dzogchen Beara events and activities.

To care for others, ourselves and our community we are committed to:

- Acting in ways that are kind, loving and non-judgmental. Being aware of our actions and the way we may affect others.
- Acting in ways that are not aggressive or intimidating. Harassment and bullying of any kind are not tolerated under any circumstances.
- Never treating anyone in a way that might cause physical harm or psychological trauma.

Teachers, instructors, staff, volunteers and anyone representing Dzogchen Beara at any level also commit themselves to:

- Holding as their highest priority and motivation the welfare of the individual student, guest, participant, the staff and volunteers of Dzogchen Beara, the Dzogchen Beara community and the Buddha Dharma as a whole.
- Not entering into an intimate relationship with a guest or participant during an event, retreat, course, or any situation during which they are in a position of authority. In other circumstances, any intimate relationships are expected to be based on mutual respect and openly acknowledged, meaning non-secretive.
- Taking part in regular training in ethical behaviour, which will include recognising misconduct, receiving complaints and dealing with grievances.

Board members and members of the management team are also pledged to the highest standards of charity governance, to adhere to the requirements of the Charities Regulator, and to maintain the highest standards of financial transparency.

Everyone with a role in the activities associated with Dzogchen Beara is encouraged to clarify or report a breach of conduct by following the *Dzogchen Beara Safeguarding Policy* and the *Dzogchen Beara Complaints Procedure*.



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