

# TEACHER AGREEMENTS

For the purposes of these Agreements, the term “teachers” includes: all people in teaching, leadership, or support roles at the Center, on the Council, and at Vancouver Triratna-sponsored events.

Teachers commit to follow and exemplify the 5 Precepts.

Teachers who are Order Members are further committed to the 10 Precepts they undertook at Ordination.

Teachers do not exploit others using their role as teachers, and they do not misuse persons for financial or other personal gain. Teachers do not solicit private business while teaching or leading, including potential paid dharma or meditation instruction.

Teachers who handle money, property, or other resources for the Vancouver Centre use appropriate diligence in the care of them, and avoid their deliberate misuse or misappropriation.

Teachers understand that students and other sangha members have diverse personal histories and may have vulnerabilities that are not apparent. Teachers, therefore, must communicate with care and sensitivity.

Teachers agree to follow the pronoun sharing policy.  
<https://www.mypronouns.org/>

Teachers agree to specific limitations on sexual and romantic involvement with those they teach and others new to Buddhism and/or the Vancouver Buddhist Centre.

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 attending a weekly class, course, or retreat the teacher is leading.
3. If a romantic or sexual interest arises between a Mitra in a leadership position and a peer, this will be taken to the Council and or Teaching Kula soon after the interest is apparent, and discussed openly, before the relationship develops further.
4. Additionally, an Order Member, whether teaching or not in the local Order, who wishes to enter into a relationship with a Mitra at their center, will discuss the matter openly with other Order Members, and will inform the Vancouver Council and Teaching Kula before the relationship develops.

5. Visiting teachers agree to refrain from any sexual or romantic involvement with local students for the duration of their visit.

6. Vancouver Triratna Buddhist Community believe in transparency and do not encourage secrecy of any kind. We believe in upholding transparency it will keep our teachers safe, and the people we teach safe.

Teachers must familiarize themselves with these agreements. A Teacher who observes a significant breach of these agreements will report it to one of the Vimalasara the senior OM of the Vancouver Council. (Senior refers to the Triratna Order definition - 10 years of being in the Order). Teachers understand that the Vancouver Council takes violations of the teacher agreements very seriously.

Teachers with questions or concerns about these agreements must speak to a member of the Council.

**Safe Guarding Officers**

Dharmacarani Vimalasara

TFO Dharmamitra Ray Chernoff