



COMMITMENT TO SAFETY

Sat Nam Dear Members of our 3HO, Sikh Dharma and KRI Community:

The Siri Singh Sahib Corporation (SSSC) and all of the affiliated organizations under its umbrella, stand united against abuse of any type, and we have a zero-tolerance policy for any conduct that harms or exploits anyone. We are committed to a safe environment for everyone who participates in any of our activities.

These last few months have brought to light very difficult experiences from the past. The SSSC recognizes our need to listen and reflect deeply on what these accounts have to teach us and how to move forward together with sensitivity, awareness and inclusion. The SSSC's commitment is to continue this process and to act responsibly in light of what we learn.

In November 2012, the SSSC board became the first elected governance body of our family of organizations. From the time it assumed its governance role, the Board began to strengthen the ethics, compliance, and enforcement policies and programs of our organizations. Some of the SSSC initiatives to ensure a safe and respectful place for learning and practicing the yogic and dharmic teachings, include:

- **Supporting the Office of Ethics and Professional Standards (EPS).** Since 2014 EPS has worked to ensure the safety of every student and teacher of Kundalini Yoga by providing training in professional standards and ethics policies. A Code of Ethics for teachers and a Bill of Rights for yoga students are in place to ensure that ethical standards are maintained. Additionally, a Code of Ethics for Sikh Dharma Ministers is in development. EPS provides a 24/7 hotline (1-888-805-4888) and a user-friendly, online process (<https://epsweb.org/complaint-procedures>) for reporting ethics concerns and addresses such complaints in a timely and effective manner. EPS has recently engaged an expert consultant to review and strengthen our policies and procedures organization-wide and to recommend ways to improve our organizational practices. For more information, please visit the EPS website at: epsweb.org

- **Strengthening our efforts to cultivate safe environments for all who participate in our events or are part of our community.**

The SSSC has been taking steps to cultivate safe environments. Once the report is completed, the SSSC will study the findings with EPS and the Office of Dharmic Counsel . With input from the global community, we will seek a deeper understanding of all issues and will take the steps necessary to ensure that we maintain an environment that is safe for everyone.

- **Safeguarding the youth in all of our programs.** In 2014 an anti-bullying program was implemented at our school in India, Miri Piri Academy. More recently, based on accounts from next generation members of our community, the SSSC commissioned the Youth Response Team (YRT). Among other things, the YRT is focused on initiatives for supporting the next generation and will also coordinate a broad effort to evaluate our current youth programs to ensure that they are as safe and supportive for all participants.
- **Commitment to diversity and equitable treatment.** As an organization, we believe in the equality and dignity of all human beings and we stand for truth, social justice and equitable opportunities for all. In the months ahead, the SSSC Board will reach out to various constituents in our community in order to listen and better understand the work necessary to create a more inclusive and safe environment.

We remain committed to sharing the teachings that have enriched our lives and the lives of hundreds of thousands of people around the world. As we move forward, we are committed to being conscious and caring, treating all with respect, compassion and kindness, and supporting and enforcing the highest ethical standards.

Siri Singh Sahib Corporation