

# **ITP International Ethics Policy**

## **I. The Purpose of ITP Groups**

Human capacities develop best in environments that advance them. An ITP group supports, nurtures and sustains us in achieving our full potential described by George Leonard and Michael Murphy in *The Life We Are Given*. This support helps us maintain the discipline of a long-term practice. ITP groups are a community formed to provide a structure of integral practice involving heart, mind, body and soul. ITP groups are not therapy groups; although, members find valuable support from being in a group with other individuals committed to positive personal growth.

## **II. Ethics**

ITP leaders and each member of an ITP group strive to exemplify conduct that will make a positive contribution to the group, supporting other members in their practice while maintaining, an attitude of acceptance, consideration, and kindness. Every member has the right to be treated with respect, and not subject to any form of harassment or discrimination. Each member is an individual, as well as a part of the whole, and has a responsibility both for their own well-being and the well-being of the group.

## **III. Harassment, Diversity and Inclusiveness**

ITPI leadership, ITP group leaders and members are committed to maintaining a diverse and inclusive environment free from any form of harassment or discrimination. It is the policy of ITPI that each and every person experience their greatest growth and contribution without regard to color, race, religion, sex, national origin, and sexual orientation, including lesbian, gay, bisexual and transgender.

## **IV. Resolving Conflict**

Despite our desire for harmony, conflict may occur during individual and group interaction. When conflict arises, it can be a positive learning experience for the individual and group. However, sometimes action must be taken when individuals need help in resolving differences, or when the behavior of an individual is disrespectful of other group members. Sensitivity of group members vary. ITP members should be aware that conduct not intended or experienced by one member as offensive, may be offensive to another member. Members shall respect the individual boundaries of other members.

When conflict arises, members are encouraged to use the ITP practice of Staying Current, and enlisting the assistance of the group leader or ITPI leadership as needed. If it becomes apparent that a member of a group is engaging in behavior that is disruptive of the group, he or she may be asked to take a leave of absence or withdraw from the group in order to address such issues. If the areas of conflict are related to any form of sexual harassment or discrimination, the procedures set out below on Resolving Sexual Harassment and Discrimination should be utilized in lieu of these Resolving Conflict guidelines.

## **V. Sexual Harassment Definition**

The expectation of ITP group members to practice in a safe and secure environment is a high priority. Group members have the right to experience a safe and supportive ITP practice free from sexual harassment. No form of sexual harassment is tolerated. Harassment can take many forms. It includes behavior and communication which to the person involved, or a reasonable person in the same or similar circumstances, would not be welcome and would be personally offensive. Harassment can include non-consensual touching and physical contact, sexual advances, requests for sexual favors, off-color comments, gestures or physical conduct of a sexual nature.

## **VI. Resolving Sexual Harassment and Discrimination**

In the event a member is confronted with any form of sexual harassment or discrimination, in a proper case the member's option may be to engage in the ITP practice of Staying Current with the individual that has given offense. If the member does not feel comfortable or feels it is not appropriate to resolve the matter directly with the member, he or she should report the conduct to the group leader, or the ITPI Human Resource Coordinator identified on the ITPI website. Reported misconduct will be viewed from the perspective of the offended member. Reporting inappropriate conduct is encouraged and honored. ITP members can be assured that no retaliation will take place for reporting of inappropriate conduct. If, after careful review, it appears that a member of a group is engaging in inappropriate behavior, he or she, depending on the facts and circumstances, may be given an oral or written reprimand, required to seek counseling, required to take a leave of absence or be withdrawn from the group.

## **VII. Dissemination of ITPI Ethics Policy**

The ITPI Ethics Policy shall be provided to all ITP group members, emphasized by voicing reminders periodically and by representing ITP groups as welcoming diversity with a safe and secure environment free of any form of harassment and discrimination.