



# Ecstatic Hearts Code of Conduct

## General Principles and Disclosures

Ecstatic Hearts is a transformational training company offering workshops, coaching, online support, and retreats. We are committed to providing a safe, inclusive, and secure environment for attendees of our workshops, retreats, parties, and events. We encourage every attendee to review this Code of Conduct, which outlines the clear expectations that we have for our participants.

In line with this Code, we often have volunteers and staff to support our participants. One of the roles of all trainers, staff, and small group leaders/volunteer facilitators is to be available at all times to listen and to take any necessary action should a participant feel uncomfortable, threatened, or if their mental health is impacted by their participation in the workshop. Our weekend events also include a Safety team, usually consisting of 2-4 staff members and trainers. Note that such volunteer roles are usually reserved for intensive weekend or longer workshops and are not usually assigned to puja parties, socials, and other events.

Ecstatic Hearts values inclusivity and accepts people from all backgrounds, although we require participants in workshops to be at least 18 years of age. It is possible that participants may have harmed or been harmed by others. We are not Batman or Sherlock Holmes and do not do background checks but we are doing our best to create a safe container. We believe in the healing power of forgiveness and love. Ecstatic Hearts does reserve the right to deny permission to any attendee to participate in our events. As participant's safety is our highest concern, we only accept people that we believe are in everyone's best interest, safety, and highest good. If we think there may be a problem with a participant's attendance, we will let them know.

Ecstatic Hearts' events sometimes feature bright lights, loud music, and expressed emotional states such as yelling, crying, moaning, laughing, etc. Please be aware that this space is highly stimulating for the purpose of helping participants achieve heightened states of catharsis and awareness. In some workshops, there may be an opportunity to be naked or experience touch. Participants always have the right and opportunity to opt out of any activity that makes them uncomfortable.

Ecstatic Hearts' facilitators and staff are not trained psychiatrists, psychologists, or physicians. Therefore, it is the responsibility of each participant to take appropriate precautions should there be any medical, physical, or mental issues that may affect participation in the workshop.

Ecstatic Hearts acknowledges that issues can vary relating to each person's perception of safety and trauma. In order to demonstrate that we take the emotional and physical well-being of our participants seriously, we are open to discussing any particular physical or mental health issues that each participant has experienced in the past or feel that they are experiencing in the present. Ecstatic Hearts recognizes that the complexities of these issues are of varying degrees and, therefore, a discussion prior to or even during the event is of utmost importance. Though Ecstatic Hearts and its representatives will do everything we can to facilitate safety and security, it is always the sole responsibility of each participant to take care of their physical and mental



health. We ask that participants check in with their own boundaries and limits throughout the workshop, proactively and verbally advocating for their needs for safety, consent, and well-being.

## Consent Culture

Ecstatic Hearts fully supports and practices a strong consent culture. Therefore, any act that violates the general safety and well-being of each participant is a serious breach of the Code of Conduct and may be grounds for expulsion from the workshop. Obtaining verbal consent is important and requires a verbal direct question and a direct answer. All people should check their ongoing assumptions and previous permission does not mean or forego current permission. We recommend checking for consent consistently throughout the workshop, as participants' boundaries may shift over time. Likewise, non-verbal consent may be misconstrued, which is why verbal consent is compulsory. We also encourage people to determine whether or not verbal and non-verbal consent are aligned, e.g. if someone says yes, but their body language, tone, etc. do not seem to be congruent with an enthusiastic yes, we assume a default no.

With regards to Trainers, Staff, and Volunteers, we generally request that no new romantic, sexual, or business relationships are initiated within 30 days of an intensive weekend workshop where the perceived power dynamics or emotionally vulnerable state of participants can be abused. While we have no way of enforcing this and consider all people mature adults, we believe that these clear boundaries help support everyone in feeling safe and secure.

## Anti-Harassment Policy

Ecstatic Hearts values inclusivity and welcomes and accepts people from all backgrounds unless the safety and well-being of any of the other participants are jeopardized, e.g. if a participant violates the Code of Conduct by harassing another participant.

Harassment may extend to online or in-person activities such as:

- Offensive jokes, slurs or name-calling based on gender identity/expression, sexuality, disability, physical appearance, body size, race, ethnicity, age, religion, political beliefs, geographic origin, or socioeconomic status;
- Physical assaults or threats;
- Intimidation;
- Ridicule or insults (distinct from Feedback given for the benefit of the receiver);
- Stalking;
- Repeated and unwanted contact or sexual attention (verbal or physical) after a participant has set a clear boundary requesting distance;
- Non-consensual physical, sexual, or sensual contact or interactions;

## Reporting Harassment

As a private company, Ecstatic Hearts reserves the right to sanction or remove participants during the event should they not adhere to this Code of Conduct. Ecstatic Hearts is under no legal obligation to divulge any reason for removal of participants. However, the intent of this



Code of Conduct is to provide clear guidelines on the expected behavior of each participant and possible consequences should those acceptable behaviors be transgressed.

Any disagreements or misunderstandings between attendees will not be arbitrated by Ecstatic Hearts, so long as they do not escalate to abuse or harassment. If threats are made that violate the participant's safety or violations against this Code of Conduct occur, the facilitators and staff will become involved.

Should any participant feel that they are at risk, threatened, or otherwise unsafe, the staff assigned to them should be their primary contact unless participants feel the need to escalate to the Safety staff/trainers or call authorities directly. All participants will be given the numbers and email addresses of their assigned small group leader and/or prep caller at the beginning of any event where applicable.

All harassment complaints should be forwarded to the Safety staff and/or facilitators in attendance immediately. Reports made by each participant are treated with utmost confidentiality and will not be shared with anyone outside of the Staff unless police assistance is necessary. The team leads will keep tabs on any reports throughout the conference and make decisions based upon the Code of Conduct on a case-by-case basis.

Participants are encouraged to report any breach of the Code of Conduct at any time. If you have experienced an incident yourself or witnessed a breach of the Code of Conduct, please inform Ecstatic Hearts immediately. If you want to file an anonymous report, you can send an email to [tantra@ecstatichearts.com](mailto:tantra@ecstatichearts.com). Please give as many details as you feel comfortable reporting and rest assured that an internal investigation will be carried out thoroughly and discreetly. When reporting an incident, you may suggest a course of action that you would prefer Ecstatic Hearts take, but final decisions are made by the Safety team and trainers.

Any complaint received by Ecstatic Hearts will be evaluated by the facilitators and staff based upon the evidence presented. It is the goal of Ecstatic Hearts to resolve matters internally. However, if the violation is serious enough that it warrants legal action, the staff and facilitators may choose to do so at their discretion.

## Our Commitment

The goal of these safety protocols is to validate that emotional and physical safety as well as inclusivity are experienced by all participants of the workshops. If you need to reach out to us to further discuss how your confidentiality and safety are protected, please contact us at [tantra@ecstatichearts.com](mailto:tantra@ecstatichearts.com). You may also send us feedback on how to improve the inclusivity, accessibility, and safety of our workshops.

Thank you and we look forward to seeing you at our workshop.