

FPMT ETHICAL POLICY

FPMT 道德政策

1. The Five Lay Precepts: The five lay precepts are the foundation of ethics for all persons while in the course and scope of performing duties, responsibilities or actions for, on behalf of, or related to FPMT. The five basic rules are not to kill, steal, engage in or commit sexual misconduct, lie, or take. Intoxicants include alcohol, recreational drugs, and tobacco products.

守居士五戒：居士五戒是所有為 FPMT，或代表 FPMT，或與 FPMT 相關的期間和範圍內履行職責、責任或行為的每個人都要遵守的道德基礎。這五條戒包括不殺生；不偷盜；不涉及或做出不正當的性行為；不說謊；不服用麻醉劑品，包括酒精、娛樂性毒品和煙草。

2. No Discrimination: The FPMT organization shall not discriminate in its programs, services, employment, volunteer opportunities, or other activities or benefits on the basis of race, ethnicity, national origin, gender, affectional or sexual orientation, marital status, age, or disability.

不歧視：FPMT 對其各方案、服務、職業、志工機會，或其他活動，或福利，皆不得以種族、族裔、國籍、性別、情感或性取向、婚姻狀況、年齡或身心障礙為由而有所歧視。

3. No Harassment: FPMT is committed to promoting safe environments wherein the dignity of every individual is respected. Everyone participating in FPMT-related activities has the right and shall be free from harassment of any type, be it sexual harassment, intimidation, bullying, or other forms of harassment. Everyone coming into contact with the FPMT network shall be treated with dignity and respect.

不騷擾：FPMT 致力於促進安全的環境，使每個人的尊嚴得到尊重。每一位參加 FPMT 相關活動的人都享有權利並應不受任何形式的騷擾，無論是性騷擾、恐嚇、霸凌或其他型態的騷擾。每一位與 FPMT 網絡接觸的人，都應受到尊嚴和尊重。

4. Relationships: Sexual relationships between Dharma teachers and students while a student is attending the teacher's teachings, course or retreat are prohibited, and are strongly discouraged at all other times as long as there is a Dharma teacher-student relationship. Please see below for a policy specific to Dharma teachers. Others in positions of authority are also strongly discouraged from entering into sexual relationships in situations where there may be a real or perceived power imbalance. As well, no teacher, volunteer, staff member, or other representative of the hosting center shall make sexual advances to any participant during a teaching, course or retreat.

關係：學員來參加師長的上課、課程或參加閉關時，禁止學員跟師長有性關係。在其它時間，只要彼此是師長及學員的關係，都強烈不鼓勵有性關係。請

參見以下針對師長的政策。其他身居高位的人，在可能存在真實或感知上的權力不平衡情況下，也強烈不鼓勵彼此有性關係。同樣地，在教學、課程或閉關期間，任何師長、志工、工作人員或主辦中心的其他代表，都不得對任何參加者有性挑逗。

5. Right Speech: Those in positions of authority must avoid gossip and harsh or abusive language, since overhearing conversations in which others are disparaged can have a negative impact on those involved in FPMT activities. Harsh or abusive language may also constitute harassment or bullying.

正語：身居高位的人必須避免談流言八卦、說出粗暴或辱罵性的語言，因為別人無意間聽到貶低其他人的談話，會對參與 FPMT 活動的人產生不利影響。粗暴或辱罵性的語言亦可能構成騷擾或霸凌。

6. Finances: All income and expenditure in FPMT affiliates must be accounted for according to generally accepted accounting principles. Money that has been donated for a specific project must be used for the project it has been donated for, and not for operating expenses or other projects. Income from the sale of Dharma items must be used for Dharma purposes, not for operating expenses.

財務：FPMT 附屬機構的所有收入和支出必須按照公認的會計原則進行核算。指定項目的捐款，必須專款專用，不能用於營運費用或其他項目上。出售佛法物

品的收入必須用於佛法目的，而非用於營運費用。

7. Whistleblower Protection: If an individual or group believes that a practice or activity within the FPMT organization is illegal and/or against this Ethical Policy, and brings their concern to the relevant management, that individual or group shall be protected from retaliation.

保護吹哨者：如果個人或團體認為 FPMT 組織內有做法或活動違反法律，以及（或）違反本道德政策，並將其關切的問題提交給相關管理單位，該個人或團體應受到保護，不會受到報復。

Additional Policy for FPMT Registered Teachers, Class Leaders, and Interpreters

針對 FPMT 師長、課程班長及譯師的附加道德政策

Because of the uniqueness of the teacher-student relationship, FPMT registered teachers, interpreters, and introductory class leaders are required to observe the following additional policy:

由於師生關係的獨特性，FPMT 的師長、譯師和入門課程班長，必須遵守以下附加政策。

- Confidentiality: In any situations where disclosures are made by students with a

stated expectation of privacy, including but not limited to during private interviews, teachers, interpreters, and class leaders shall respect the confidentiality of students, and treat all communications from students as confidential, not disclosing information acquired from students without the consent of the student: unless required by law to disclose certain information.

保密：在任何情況下，如果學員對於自身透露的訊息，明確希望保有隱私，包括但不限於私下對談的情況下，師長、譯師和班長應尊重學員的保密性，並將所有學生與自身聯繫內容視為機密，未經學員同意，不披露從學員那裡獲得的資訊：除非是在法律要求下必須披露的某些訊息。

- Honesty: Dharma teachers and class leaders are to be honest about their qualifications, and shall correct any misrepresentation of their qualifications as soon as it comes to their attention.

誠實。師長及班長對自己具備的條件資格要誠實不欺，一旦發現自己的條件資格有不實之處，應立即更正。

- Avoiding Inappropriate Relationships: Dharma teachers and class leaders, shall not engage in a sexual relationship or communicate an interest in doing so while a student is attending the teacher's course, teachings, or retreat. Dharma teachers and class leaders must never use, or create the appearance of using, their authority or

position to pursue or initiate sexual relationships with students, volunteers, or other participants in teachings, courses, or retreats.

- 避免不正當的關係。當學生參加師長的授課、傳法或閉關時，師長和班長不得與學生發生性關係，也不得表達有此興趣。師長和班長絕不能利用或製造以其權威或地位來追求或開始與學生、志工或其他參加教法、課程或閉關者的性關係。

Please print the Ethical Policy, sign it, and scan it, or, alternatively, use Adobe Acrobat Reader DC to fill it in and sign it with a digital signature.

請印下本道德政策，簽名及掃描，或可經 Adobe Acrobat Reader DC 軟體填寫並附上電子簽名。

Please save the document by adding your name at the end of the file name (e.g. FPMT_Ethical_Policy_PeterSmith), and return it to the appropriate recipient..

請存檔，並於檔名最末加上您的姓名（例如 FPMT_Ethical_Policy_王小明）

I confirm that I have read and agree to abide by the FPMT Ethical Policy document. I am aware of the procedures that will be followed in case of any allegations of ethical misconduct. 我確認我已閱讀並同意遵守 FPMT 的道德政策。我明白發生任何道德不當行為指控時應遵循的程序。

Signed 簽名 : _____

Please Print Name 請以正楷書寫姓名 : _____

Position 職位 : _____

Center/Service/Project 中心/服務/方案名稱 : _____

Date 日期 : _____