

## ***FPMT's Ethical Policy***

### ***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. Intoxicants include alcohol, recreational drugs, and tobacco products.

### ***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.

### ***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.

### ***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. 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

## ***Etična politika FPMT***

### ***1. Pet laičnih zaobljub***

Pet laičnih zaobljub je temelj etike za vse osebe med izvajanjem nalog, odgovornosti ali dejanj za, v imenu FPMT ali v zvezi z FPMT. Pet laičnih zaobljub je, da ne ubijate, kradete, vpletete ali počnete spolnih kršitev, lažete ali uživate opojnih substanc. Strupena sredstva vključujejo alkohol, rekreacijske droge in tobačne izdelke.

### ***2. Brez diskriminacije***

Organizacija FPMT v svojih programih, storitvah, zaposlovanju, prostovoljnih priložnostih ali drugih dejavnostih ali ugodnostih ne diskriminira na podlagi rase, narodnosti, nacionalnega porekla, spola, pripadnosti ali spolne usmerjenosti, zakonskega statusa, starosti ali invalidnosti.

### ***3. Brez nadlegovanja***

FPMT se zavzema za promocijo varnega okolja, v katerem se spoštuje dostojanstvo vsakega posameznika. Vsakdo, ki sodeluje v dejavnostih, povezanih s FPMT, ima pravico do varnega okolja in ne sme nadlegovati kakršne koli vrste, pa naj gre za spolno nadlegovanje, ustrahovanje, ustrahovanje ali druge oblike nadlegovanja. Z vsemi, ki stopijo v stik z mrežo FPMT, je treba ravnati dostojno in spoštljivo.

### ***4. Odnosi***

Spolni odnosi med učitelji darne in učenci so v času, ko se učenec udeležuje učiteljevega učenja, (tečaj, predavanje ali umik) prepovedani in so v tudi drugače odsvetovani, dokler obstaja odnos med učiteljem in učencem darne. Tudi vsi na avtoritarnih položajih so prav tako močno odvrnjeni od spolnih odnosov v okoliščinah, ko lahko pride do resničnega ali zaznanega neravnovesja moči. Prav tako noben učitelj, prostovoljec, uslužbenec ali drug predstavnik gostiteljskega centra ne sme spolno osvajati

center shall make sexual advances to any participant during a teaching, course or retreat.

#### 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.

#### 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.

#### 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.

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nobenege udeleženca med poukom, tečajem ali predavanjem.

#### 5. *Primerni govor*

Tisti, ki so na avtoritarnih položajih, se morajo izogibati opravljanju, ostremu ali žaljivemu govoru, saj lahko pogovori, v katerih so drugi omadeževani, negativno vplivajo na udeležence v dejavnostih FPMT. Ostri ali žaljiv govor lahko predstavlja tudi nadlegovanje ali trpinčenje.

#### 6. *Finance*

Vsi prihodki in odhodki v podružnicah FPMT morajo biti obračunani po splošno sprejetih računovodskih načelih. Denar, ki je bil doniran za določen projekt, mora biti porabljen za projekt, za katerega je bil doniran, in ne za operativne stroške ali druge projekte. Prihodki od prodaje izdelkov darne se morajo porabiti za namene darne, ne za operativne stroške.

#### 7. *Zaščita žvižgača*

Če posameznik ali skupina meni, da je praksa ali dejavnost znotraj organizacije FPMT nezakonita in / ali nasprotuje tej etični politiki in je zaskrbljena pri ustreznem vodstvu, se ta posameznik ali skupina zaščiti pred povračilnimi ukrepi.

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