

# ROCHESTER ZEN CENTER SANGHA HARM/HARASSMENT REPORTING PROCESS

## Please note:

This process may be used for instances of racial, sexual, and other forms of harm,

The RZC is committed to keeping our Sangha a safe place for practice and community engagement.

**REPORTER** (person alleging harm) reports incident with **RESPONDENT** (alleged harm-doer) to preferred **RECEIVER(s)** from list below

Both the **REPORTER** and the **RESPONDENT** involved in the reported incident may appoint, or request that the Center appoint, an advocate for them.

**All RECEIVERS:** reports@rzc.org  
 Cecily Fuhr: cecilyfuhr@gmail.com  
 Eryl Kubicka: eryl.kubicka@gmail.com  
 James Thompson: jimbojimbolaya@gmail.com

Throughout process, confidentiality of all parties is maintained as much as possible.

Is there a legal or ethical obligation to report this incident to legal authorities?\*

\*Certain severe types of alleged harm must be reported to responsible legal or other authorities. Confidentiality will continue to be maintained as much as realistically possible.

**YES** **NO**

**RECEIVER** reports incident(s) to responsible legal or other outside authority, as required by law and/or ethical obligation

If applicable, external investigation of reported incident(s) may be conducted by law enforcement or other agencies. RZC internal process may be put on hold during this external investigation.

Do both **REPORTER AND RECEIVER** wish to refer the report to the RZC Ethics & Advisory Committee for consideration, investigation, and further action?

RZC process continues internally

**YES** **NO**

Report referred to Ethics & Advisory Committee

Does the Ethics & Advisory Committee believe the **RESPONDENT** should be sanctioned by the RZC Board of Trustees?

**YES** **NO**

Ethics & Advisory Committee refers report to the RZC Board of Trustees for ultimate determination

Does the **REPORTER** wish for a forum for reconciliation between the **REPORTER** and the **RESPONDENT**?

**YES** **NO**

Ethics & Advisory Committee endeavors to arrange and/or facilitate forum for reconciliation between the **REPORTER** and the **RESPONDENT**

Confidential written record of report and outcome kept on file by Ethics & Advisory Committee