



SHAMBHALA

CHILD PROTECTION POLICY (CPP) - FREQUENTLY ASKED QUESTIONS

Is the CPP the new Code of Conduct for Shambhala?

The CPP has been developed as part of the new proposed Code of Conduct but is only one element. The CPP will take effect immediately from February 26, 2020. The rest of the Code of Conduct policies will appear soon in draft form, open for review, conversation, and feedback from the Shambhala community.

Does the CPP apply to things that happened in the past?

The CPP is forward facing, meaning that it applies only to issues and complaints arising due to events and circumstances occurring from the effective date of February 26, 2020. We recognize there has been past harm and that there have been many calls for a community wide process to reconcile and relate to people involved in misconduct from the past.

This Child Protection Policy is taking a first step to protect and care for children in Shambhala.

Does the CPP apply to everyone?

Yes, the CPP applies to everyone and has additional obligations for centre and group leadership:

- a) Section 3, sections 4.1-2 and section 6 refer respectively to prohibited conduct, what to do in the event of allegations of child sexual abuse, and guidelines where people have a history of abuse of children. These sections apply to **everyone in any activity associated with Shambhala.**
- b) Sections 4.3-7 and section 5 apply specifically to **centre and group leadership in activities where children are present or involved.**

Will there be a new system for handling cases related to child sexual abuse?

Yes. There will be a Shambhala CPP council formed whose members will have expertise in addressing child sexual abuse. Their responsibility will include:

- a) providing support and advice to centre and group leadership in how to respond when child sexual abuse is alleged in Shambhala.

b) take measures regarding suspensions of those holding positions of authority. Information about its members and expertise will be communicated broadly as soon as available. If you or someone you know would like to become a volunteer member for the CPP council, send an email to tara.templin@shambhalaglobal.org.

How is a 'child' defined under the CPP?

For purposes of the CPP, a "child" is a person under the age of 18 years old, regardless of the age of majority or consent in local law if lower than 18. This age standard is the United Nations' global recommendation.

What are the requirements under the CPP for mandatory reporting of child sexual abuse?

Anyone who witnesses, has knowledge of, or develops reasonable concerns regarding child sexual abuse in any activity associated with Shambhala, must:

- a) report such concerns to local authorities
- b) report such concerns to centre and group leadership, who will report to the Director of Community Care and Conduct at tara.templin@shambhalaglobal.org

If the person with knowledge or concern is uncertain whether the matter is subject to mandatory reporting, they should contact the Director of Community Care and Conduct and/ or centre/group leadership.

What are the other reporting requirements under the CPP?

- a) **Reporting concerns:** If there is suspicion of a crime, then the matter shall be reported to the appropriate authorities whether there is a mandatory reporting requirement or not. If there is no mandatory reporting requirement, and it does not appear that a crime has been committed, then the child's parents or guardians will determine if the matter is reported to law enforcement and outside agencies.
- b) **Reporting for people with a history of abuse of children:** Anyone with a history of abuse of children is required to self-report to centre or group leadership. If someone becomes aware that a person has a history of abuse of children, they need to ask the person to self-report, and to let that person know when they have done so. This request is mutual sharing of responsibility for each other and everyone's well-being. If the person with a public record of allegations and/or convictions of abuse of children does not self-report, then anyone with knowledge of their public record of history of abuse is expected to report that information to centre or group leadership in a confidential manner.

What are the other obligations of centre and group leadership in the CPP in different parts of Shambhala?

Centre and group leadership must ensure that all residential Shambhala programs involving children comply with local laws and regulations. Shambhala directors, leaders or coordinators of residential programs are required to know the relevant local laws and regulations regarding mandatory reporting of sexual abuse of children.

Can centres and groups use their own Child Protection policies instead of the CPP? Does the CPP apply to Shambhala Sun Camp and Family Camp going forward?

Yes, if their policy includes the minimum standards set by the Shambhala CPP. All Shambhala programs involving children are responsible for complying with local laws and regulations regarding children, including mandatory reporting requirements. Centres, including locations that are not Shambhala centres, may adopt child protection policies that are stricter than the CPP and in that case, the stricter rules will apply. However, where there is no local policy or the local policy is less strict, then the CPP provision shall apply.

Are background checks required and for whom?

Background checks will be required. The Office of Community Care and Conduct is working on a Background Check Protocol that will be shared with the community when it is finalized.

What is the role of the Director of Community Care and Conduct in the CPP?

The Director of Community Care and Conduct has the overall responsibility for the CPP and will be involved in various aspects of its implementation. This includes keeping records of all cases and concerns regarding child sexual abuse and guidelines for residential programmes involving children. The Director can be contacted at tara.templin@shambhalaglobal.org

If you still have questions or doubts about the CPP, please email the Director of Community Care and Conduct at tara.templin@shambhalaglobal.org

The CPP will have a review date and amendments will be made as necessary. Please give your feedback by filling this [FORM](#) or sending an email to feedbackshambhalacoc@gmail.com. This FAQ document will also be updated thanks to your feedback.