

Draft Equal Opportunities Policy for Triratna XXX

At the heart of Buddhist ethics is a profound respect for all life. Stemming from this principle, Buddhism teaches the importance of human dignity as well as tolerance and respect for our differences. Our approach to all our activities stems from these values. Buddhism addresses itself to the individual person regardless of gender, colour, race, creed, sexual orientation, marital status, age or disability.

The Triratna Buddhist Order, which Triratna XXX is affiliated to, is unique in the Buddhist tradition for having an equal ordination for both women and men, and for not recognizing a spiritual distinction between monastic and lay practitioners.

Whilst embracing all lifestyles that accord with Buddhist ethics, we especially try to promote the renunciative spirit of monasticism for those that want to practice Buddhism in this way. For instance we offer opportunities for living and working in single-sex environments with the explicit aim of fostering friendship within each gender. We offer equal and parallel paths for women and men trying to intensify their practice of Buddhism and who are training for ordination.

Furthermore we are committed to offer the practices of meditation and related teachings of Buddhism in a non-proselytizing way to all who might benefit regardless of their faith or lack of it. The majority of people who learn to meditate at Triratna XXX are not Buddhists and never become so.

We run a number of outreach projects that teach the skills of meditation to promote health and well-being. For example we run programs for:

- Local Carers;
- Those suffering from depression;
- Stress and pain management;
- People who have been bereaved;

We wish to expand our work in these activities as well as broaden our range of projects to reach more people in need, especially increasing the diversity of our users. We are currently exploring ways to facilitate this.

We work with other groups to foster mutual understanding and joint working. We also try to foster harmonious relations in the local community through the services and goods provided by our businesses. These businesses serve the community without any discrimination on any grounds.

We are currently fund-raising to improve disability access at Triratna XXX with plans to provide...

Triratna XXX's employees and volunteers are practicing Buddhists or people exploring Buddhism as understood by the tradition of the Triratna Buddhist Order. We regard work as an opportunity for spiritual development and the various teams that run Triratna XXX and its related businesses function as spiritual workshops oriented around a common project. These teams engage for example in collective meditation, ritual, study, confession and other spiritual practices. Within this context of Buddhist practice we do not permit discrimination against applicants, existing

employees or volunteers on the grounds of gender, colour, race, sexual orientation, marital status, age or disability.

We will review our policies and practices on a regular basis with the aim of ensuring that none may lead to implied or actual discrimination.

Any contravention of our policy should be brought to the attention of the Board of Trustees of Triratna XXX. We are committed to dealing with any such report sensitively, with due regard to the law as well as to Buddhist values.

_____ Chair