

## Code of Ethics Findhorn Foundation Workshop Focalisers

This Code of Ethics applies to Focalisers, Co-focalisers, assistant Focalisers and trainee Focalisers of workshops of up to 28 days duration, and is intended to make explicit how we believe Findhorn Foundation workshop focalisers should operate.

Our collective aim is to ensure workshop participants' safety at every level, to protect confidentiality and, in acknowledging the power of the role of focaliser, to maintain an attitude of honour, impartiality and respect towards each participant.

Even though you may already have committed to a Code of Ethics for previous workshops, please sign this agreement as your willingness to re-commit. Thank you!

As a focaliser of a Findhorn Foundation workshop, I confirm and agree that:

- I have the appropriate and relevant knowledge, skills, experience and qualifications required to deliver the workshops or programmes that I have been contracted to provide;
- the workshop has a clear spiritual context which is articulated and practically supported by spiritual practice;
- the workshop includes attunement and time for reflection - both with my co- focaliser(s) and the participants;
- within the workshop I will aim to model conscious communication by demonstrating the qualities of loving kindness, authenticity and honesty;
- I will abide by and observe all statutory and contractual obligations to treat all co-workers and participants in the workshop with dignity and respect taking into account their individual protected characteristics (such as sex, race, disability, age, spiritual or religious or philosophical belief, disability, gender or transgender status or sexual orientation). I am required to be mindful that the content of the workshop and the manner and methodology by which it is delivered by me must not create a hostile, threatening, humiliating, intimidating or offensive environment for the participants and co-workers;
- I agree not to get sexually involved with any participants neither during the workshop nor for at least two weeks afterwards. Sufficient time must be allowed in order for there to be a clear understanding that the participant/focaliser relationship has ended and there can be a conscious commitment by both parties to enter into a consensual relationship that brings no harm to either party;
- I will always respect the personal confidentiality of all participants, both during and after the workshop;
- whilst in Scotland working on behalf of the Foundation, I will abide by Foundation rules and not use illegal drugs at any time, or misuse alcohol to the detriment of myself, my co-workers or workshop participants;
- I will endeavor to abide by the Findhorn Foundation Common Ground Principles at all times when I am working on behalf of the Foundation.

Your signature .....

Your name .....

Date .....