



CODE OF VALUES AND CONDUCTS

AOL LATAM

2022



TABLE OF CONTENTS

1. INTRODUCTION	3
2. GENERAL OBJECTIVE	3
3. SPECIFIC OBJECTIVES	3
4. PHILOSOPHY, VALUES AND ETHICAL PRINCIPLES OF THE ORGANIZATION	3
5. COMMITMENTS OF OUR COMMUNITY	6
6. SCOPE	8
7. RULES OF INTEGRITY OF OUR PRACTICES AND COEXISTENCE	8
8. GENERAL CONSIDERATIONS	16
9. CONSEQUENCES OF BREACHING THIS CODE OF VALUES AND CONDUCT	17
10: CHANNELS FOR LISTENING, MAKING ACCUSATIONS AND SPACES FOR CONTINUOUS IMPROVEMENT	18
11. REGIONAL AND NATIONAL ETHICS COMMITTEE	18
12. FINAL CONSIDERATIONS	19
13. GLOSSARY OF TERMS	20
ATTACHMENTS	22
Summary of Gurudev Sri Sri Ravi Shankar's Universal Declaration of Human Values	22
COMMITMENT LETTER	25



1. INTRODUCTION

The Art of Living (AOL, for its acronym in English) is an educational and non-profit organization of social and community services founded in 1981, with presence in more than 150 countries, in order to elevate human values, eradicate violence and eliminate the stress of society by teaching breathing techniques, meditation and yoga.

For this reason, the volunteers carry out various humanitarian projects, which include relief in areas of natural disasters, sustainable development, empowerment of women, rehabilitation of prisoners and educational programs with an impact on different areas of society.

Due to the complexity and commitment of our objective, The Art of Living joins efforts to promote equality, the culture of peace, the prevention and eradication of any form of violence or discrimination, including gender.

Likewise, the organization is committed to appreciating cultural differences and creating spaces for diversity and inclusion by virtue of and respect for the deep knowledge shared with us by our Gurudev Sri Sri Ravi Shankar, humanitarian leader, spiritual teacher and ambassador of peace, as the volunteers represent him in the public and private spheres.

This Code of Values and Conducts recovers the ethical principles, with the purpose of giving clarity to our practices and coexistence. We aim to maintain our sincerity in the

purpose, an inclusive attitude, create a space of care, as well as respect for the laws and rules of integrity that support our activity.

2. GENERAL OBJECTIVE

The general objective of the Code of Values and Conduct, according to Gurudev Sri Sri Ravi Shankar and our organization, is to guide the practices and understanding of those who actively integrate AOL through establishing principles based on honesty, respect, transparency and integrity.

3. SPECIFIC OBJECTIVES

Provide a guide for action and common behavior, within the framework of the values that we teach and promote in each of our programs and activities.

Assume the commitment and responsibility, as members of this community, in the personal and collective compliance with this Code of Values and Conducts, in a consistent and appropriate manner.

Facilitate the entire active community with decision-making and an ethical and professional conduct.

Guide the work teams in their work and offer support for their proper performance.

4. PHILOSOPHY, VALUES AND ETHICAL PRINCIPLES OF THE ORGANIZATION

The Art of Living community represents Gurudev Sri Sri Ravi Shankar in all areas of



life. For this reason, each of the people who are part of the organization are seen as an example of the principles and values that we preach, especially those who work coordinating or leading group activities, or advising other people, have a central role. Therefore, at all times they must conduct themselves with respect, empathy and responsibility taking into consideration the impact of their work on those around them.

As a general rule, those of us who are part of The Art of Living in Latin America are committed to carrying out our functions and tasks from an attitude of selfless service and under the values of:

Friendship: An emotional bond that requires trust, kindness, respect. The sense of friendship is in the nature of all human beings.

Love: It is human nature. It is consciousness rising. When consciousness rises, love is the result. Love transcends its definition from an emotion to an infinite consciousness. Love is beyond measure and expands in giving. When we behave with love, we selflessly care for and help others and carry out actions that are meaningful and pleasant for the parties involved.

Collaboration: Natural and spontaneous tendencies to share ideas and contribute to the group with their abilities with the aim of achieving a common purpose among all, with solidarity for all forms of life and awareness that we are all part of a global family.

Fellowship: Bond that arises between two or more people when they share time doing service, celebrating life and performing yoga, breathing and meditation practices for personal and spiritual growth and thereby contribute to the purpose of the Art of Living.

Compassion: Ability to recognize the suffering of others and wanting to relieve it without guilt, pity or judgment. It is characterized by the desire to eliminate the ignorance that causes misery in all forms of life. It results from a sense of belonging and connection. From the awareness that all people are part of a universal spirit.

Commitment: Capacity that people have to become aware of the importance of acting responsibly.

Care: It is a natural practice that people develop and responds to the sense of love, connection, the protection of life. It is the practice of service that represents the purpose of the human being.

Detachment: It is allowing us to be freer, to act lightly, less attached to what we have, or what we lack.

It is living from the heart without needing anything or anyone feverishly.

In turn, it also means being able to open ourselves to others with authenticity and without pressure.

Discipline: Ability to be orderly and constant in our practices and daily actions.



Empathy: Awareness that people's individual experiences matter as much as our own. It is prioritizing listening to their experience by listening to them. It is understanding the feelings of the other person, assuming them as our own. Thus enabling a state of solidarity and help.

Dedication: Put yourself at the service of a cause for a bigger vision.

Enthusiasm: An expression of life itself. Joy that must be supported and nurtured.

Equity: Fair treatment of people, based on the recognition of the needs and conditions of each person, despite, among others, cultural, religious, social, gender differences. Equity implies, on the one hand, identifying inequalities and, on the other, designing appropriate tools to help mitigate or even eradicate them.

Happiness: Recognition and gratitude of the potential, knowledge and wisdom that we have within us. Happiness is difficult when there is prejudice, self-doubt and stress.

Honesty: A sincere, fair and frank behavior that respects the laws and avoids deception towards people and organizations. Honesty allows assertiveness and being convincing.

Honor: Feeling inspired by loyalty, respect and gratitude that leads us to demonstrate behavior consistent with AOL's own principles.

Inclusion: Ensure that all people or social groups can have the same possibilities and

opportunities for their development, regardless of their characteristics, abilities, culture or medical needs.

Equality: Tools and support provided to all in the same manner. Same opportunities to access power, rights, resources and benefits, as well as for their joy and effective control.

Integrity: Incorruptible, universal quality on which order and social justice are based.

Justice: Fix the system to offer equal access to both tools and opportunities.

Loyalty: It is a necessary value on both the spiritual and material planes, since it leads beyond the duality between desire and aversion.

It is composed by responsibility, dedication and commitment.

Freedom: Power and right of people to responsibly choose their own way of acting within the community.

Nonviolence: Avoid hurting others or others, as well as oneself. It implies a profound awareness of the sacredness of all life, including that of those who think different.

Peace: A characteristic of the human spirit which must be nurtured and encouraged.

Inner peace is the basis for building families, communities and the world, whatever our condition or situation. All people have the responsibility to bring peace to all corners of the world.



Belongingness: It refers to a sense of connection between all people, a deep belief that all people are part of a universal spirit, which leads to a feeling of oneness with life. It is experienced as a feeling of comfort, confidence and calmness.

Purity: Stay clean internally and externally.

Respect: allows the human being to recognize, accept, appreciate and value the qualities of others and their rights.

Responsibility: A feeling of commitment towards society and life, insofar as we perceive it as ours and feel part of it, taking that feeling to concrete actions that we are capable of executing and fulfilling in a timely manner.

Solidarity: Deep awareness that all life is sacred, expressed as unconditional love, which must be nurtured among all people, leading to collaborative action to overcome the effects on people, animals and environments caused by natural or man-made disasters.

Transparency: Accessibility to that the actual information of the organization which can be checked by those affected by it, in such a way that they can make informed decisions without information asymmetry.

Truth: It implies agreement between what we affirm, what we know, feel or think.

Like the infinite potential within every human being, human values are already present in the heart of each person, whether in bloom

or dormant, manifest or not. Human values must be unveiled, renewed, encouraged and nurtured if they are to flourish and grow.

Wherever human values flourish, human rights will easily flourish as well, whether or not there is any code on human rights.

Peace and self-confidence will also triumph and violence will disappear. Different cultures and civilizations will coexist peacefully. The environment will also be honored and protected, with much love and respect.

Gurudev Sri Sri Ravi Shankar's vision of a society free from violence and stress is manifested in the many service initiatives he inspires volunteers around the world to carry out under his guidance. Therefore, our Master has been committed to:

- Promote human values and the principle of non-violence.
- Promote harmony between religions.
- Build communal unity.
- Stimulate social responsibility.
- Lead humanitarian causes.

For more information, we recommend consulting the summary of the Universal Declaration of Human Values as proposed by Gurudev Sri Sri Ravi Shankar, annexed to this document.

5. COMMITMENTS OF OUR COMMUNITY

I. Principle of non-violence



In The Art of Living community we take responsibility for our decisions and actions to avoid situations of human rights violations by those who are part of the organization, as well as those who interact with us.

To comply with the above, we continually train ourselves to build safe spaces that foster respect towards people and prevent attitudes of aggression and insensitivity.

Recognizing that all life is sacred, we are committed to conducting ourselves from the human value of non-violence, both inside and outside our organization. So that our behavior at all times and places shows a deep feeling of solidarity and unconditional love.

II. Avoid bullying, harassment and sexual abuse

The Art of Living strongly rejects any act of bullying, harassment or sexual abuse by teachers or facilitators, participants in AOL activities, volunteers or any member of the organization.

The organization will treat these cases as a priority with proper follow-up and will propose sanctions through the work carried out by the National and Regional Ethics Committee. Their participation begins once the formal report is received from the affected people and/or victims or the Response Protocol to Violence and breach of Values is activated based on their own investigations.

III. Promote respect and inclusion

At The Art of Living, respect and equity are the fundamental basis of all our actions. This is why we are committed to acting from the care and consideration of each of the people involved in the activities.

In this sense, it is mandatory in all the spaces and activities of the organization to maintain a respectful and egalitarian behavior to avoid any conduct or situation that constitutes an abuse or vulnerability to the integrity of people. Likewise, we commit to:

- Foster an inclusive culture.
- Promote respectful treatment and without discrimination towards all people.
- Participate in workshops on equality and inclusion, as well as prevention and awareness activities.

IV. Personal data protection

At The Art of Living we respect the privacy of all our participants, therefore, we maintain a principle of privacy that implies the responsible treatment of personal data, in accordance with all applicable privacy laws.

The data collected is obtained, used, disclosed and stored solely for dissemination purposes and for administrative matters of the organization. For more information, check the privacy notice of each country on the official Website.

V. Transparency and treatment of information



At The Art of Living we assume the principle of transparency and accountability to guarantee both the active community and society in general, access to information derived from the organization's activities. So that we strengthen trust and credibility in our actions.

Due to the foregoing, we have eliminated any act of discretion that contravenes the personal data protection laws in force in the Latin American region, as well as the regulations and recommendations to avoid re-victimization or violation of the Human Rights of people.

In accordance with the principle of confidentiality and protection of the information that is provided to the active community of the organization and to society in general, the Regional and National Ethics Committee will be the only body in charge of issuing official communications, statements, decisions or clarifications. about the cases or situations that arise, or are reported or commented on the internal and external communication channels or spaces.

Due to the foregoing, the active community of AOL undertakes to protect the information it shares outside and inside the organization, and in attention to the official communications that are issued.

VI. Gender equity and empowerment of women

The active community of The Art of Living assumes the responsibility of carrying out its practices and coexistence without distinction,

exclusion, restriction or preference based on sex, gender identity or expression or sexual orientation of the people.

In this way, the leadership of the organization is committed to guaranteeing that both women and men have access with the same conditions, possibilities and opportunities to spaces, activities, services or benefits provided by AOL.

In addition, acknowledging the historical inequalities that women have experienced in the Latin American region, our work will focus on the empowerment of the female members or female active participants of the community, with the main objective of strengthening their skills and improving their living conditions.

6. SCOPE

This Code of Values and Conduct applies in all spaces of interaction and for the entire active community of The Art of Living in the Latam region, including those who are linked to the organization through current activities or practices.

Therefore, full-time or part-time staff, facilitators or teachers, volunteers, General Coordinators, the Boards and/or legal representatives of each country, as well as the people participating in the different educational programs, courses or current certifications, have the responsibility and commitment to ensure compliance with the present Code.



In case there is doubt or ambiguity about the status of any person considered part of the active community of The Art of Living Latam, the National or Regional Ethics Committee will be responsible for defining their type of role, as well as its validity.

7. RULES OF INTEGRITY OF OUR PRACTICES AND COEXISTENCE

On a permanent basis, from the active community of The Art of Living Latam, we reiterate our commitment to carry out our practices and coexist based on what is established in the rules of integrity as set forth below.

Section 1. Regarding facilitators and the volunteers

The facilitators and active volunteers of The Art of Living represent Gurudev Sri Sri Ravi Shankar in all areas of life, therefore we might be considered an example to be followed by many people, since sometimes we are perceived as representatives of that knowledge or the knowledge that we promote in AOL activities.

Every person who facilitates a process of learning, socialization, reflection and transformation, is considered the one who already possesses that knowledge to facilitate it. This necessarily generates a relationship of asymmetry with those who participate.

Therefore, the facilitators are representatives of that knowledge and that gives them power

over those who are in the process of learning it.

For this reason, AOL teachers are committed to bringing the Knowledge and techniques imparted by Gurudev Sri Sri Ravi Shankar in the most respectful, honest, transparent and complete way possible.

We will attend to the recommendations of the Ethics Committee, as well as those of the General Coordinators of the country or countries where we operate. Specifically, we will avoid doing things such as the following:

- A.** Making improper use of the Knowledge, information and/or resources that the organization possesses in order to obtain private economic benefits.
- B.** Convene massive events or activities on behalf of the organization without prior authorization.
- C.** Using databases to which we have access for personal gain.
- D.** Use the organization's databases or carry out activities on its behalf for political and religious purposes.
- E.** Sell products that are not part of the products that the organization sells to the people participating in the activities that we carry out.
- F.** Make or report expenses without authorization from the organization, as well as using money from the organization for personal expenses.



Similarly, as facilitators or teachers we act as ambassadors of Gurudev Sri Sri Ravi Shankar, we commit to take care of the following aspects when we facilitate a course or activity on behalf of The Art of Living:

- G.** Lead the course or activity with an attitude of respect and inclusion, in attention to the needs and complexities of the group.
- H.** Use a respectful, empathic, clear and assertive vocabulary.
- I.** Maintain a composure and image that promotes peace and avoids distractions from Knowledge.
- J.** Avoid jokes, phrases, foul language or high-sounding words that can hurt, discriminate or reinforce prejudices and stereotypes of gender, class, race, ethnicity, religion or any other physical and/or sociocultural condition.
- K.** Avoid hostile debates or talks about politics, religion, social movements, social class, reason or lifestyle within the activities, spaces or communication channels of the organization.
- L.** Respect the values and rules of integrity contained in this Code when facilitators act on behalf of AOL with other institutions.

Section 2. Regarding the AOL knowledge

To maintain the sacred sense of the Knowledge that sustains our practices, activities and work, those of us who are part of the active community of The Art of Living, especially teachers or facilitators, commit ourselves to:

- A.** Transmit Knowledge so that it continues to positively impact our lives and those of millions of people around the world.
- B.** Always maintain an attitude of openness to learning and respect for diversity in all its spheres.
- C.** Respect the channels through which Knowledge is transmitted, understanding that the structure and content of each course/program is adequate, so there is no need to add or take elements from one course/program to another.
- D.** See, listen, guide and transmit the Knowledge of Gurudev Sri Sri Ravi Shankar with total respect, sincerity and freshness, knowing that the life, work and message of our Master is enough, without mixing or diverting people with other schools, techniques or teachers, without this meaning not respecting or honoring them.
- E.** Have discipline with the practices, meditate twice a day, attend satsang once a week, and do Sudarshan Kriya daily.



- F. Stay in Knowledge, at least consult once a week.

Section 3. Of the relationship between the facilitators and the management of the organization

In order to maintain an honest, transparent, respectful and reciprocal relationship between those of us who run the organization (country coordination and the Board) and those who facilitate their courses or activities, we commit to:

- A. Work with a constructive attitude, making suggestions, working as a team, with values of collaboration and taking responsibility.
- B. Know and respect the people who have specific roles in each country: Coordinators, members of boards of directors, coordinators of specific areas and projects.
- C. Recognize and respect each other among peers, as well as the role of those who facilitate or volunteer in the organization.
- D. Consult proposals, new ideas or projects with the Coordination before carrying them out and, if approved, work together with it.
- E. The principles and decisions made in the organization will be consistent with the values promoted by AOL.

- F. Understand and support the principles and decisions made in the organization. Be aware of the changes and if more information is required, consult with the coordinators.
- G. In case of disagreement or doubts on any subject, address with total freedom and respect, the people involved. If deemed necessary, submit the comment, complaint or suggestion to the National or Regional Ethics Committee for timely follow-up.

Section 4. Of the relationship between the facilitators

To strengthen the bond of respect and fellowship with other facilitators, among peers we commit to:

- A. Coexist under the values of fellowship, respect, honor and collaboration.
- B. Relate freely to communicate our ideas.
- C. Respect the path traveled by each facilitator and honor those who have more experience or trajectory (seniority).
- D. Accompany with love those who start the path of sharing Knowledge.
- E. Listen respectfully and be open to receive feedback from our peers.
- F. Ask for help when we need it.



- G.** Zero tolerance for hostile, hurtful, discriminatory or violent comments or non-constructive criticism against the organization and/or facilitators, and/or Sevas.

In case of warning of a breach of the provisions of this Code of Values and Conduct by another or another facilitator, it is suggested:

- Communicate the non-compliance directly to the person, request that they stop the action/attitude/behavior.
- Investigate the reasons for their behavior or attitude to help them reconsider and return to behaviors that meet the principles and values of the organization.
- Seek the support of the General Coordinators of the country where they are located, as well as the National and Regional Ethics Committee, depending on the seriousness of the facts to be reported.

In the event of behaviors or attitudes that put the integrity of the people present at risk, distance yourself from the person and immediately notify the leadership of the organization in the country, the General Coordinators of the country or the National or Regional Ethics Committee.

Section 5. Of the relationship between the facilitators and the participants of the activities

Recognizing that our work as facilitators entails a great responsibility and commitment with those of us who work and live together in the courses, programs or activities of the organization, in our relationship with the participants we will ensure that:

- A.** Relate with respect, empathy, understanding and responsibility.
- B.** Accompany genuinely and without advantageous position the journey of each person.
- C.** Listen and treat each person who comes to the course, workshop or any event with kindness, respect and clarity.
- D.** Avoid with our participants comments that generate division or discrimination based on sex, gender, class, ethnicity, politics, religion, disability or any other condition.
- E.** Relate with awareness and respect for subjective, cultural, sex-gender, religious, political, or any other diversity.
- F.** Respect and care especially for those who need medical, psychiatric or psychological treatment, or those who are in a situation of emotional, physical or economic vulnerability.
- G.** Do not engage in relationships and/or closeness with the program participants that may make them



uncomfortable or invade their personal space.

- H.** Maintain a professional relationship at all times.
- I.** Do not take advantage of the space/environment of the course, nor the hierarchy or the possible idealization that their role as facilitator entails to obtain personal benefits from the participants.
- J.** Do not get involved in sentimental or romantic relationships with participants of the groups, programs or activities until at least one year has elapsed since the teacher/participant relationship ended.

Section 6. Regarding the participants

To maintain an environment of respect, concentration and non-distortion of the fundamental purpose of the activities that we carry out in the context of The Art of Living, the participants commit to:

- A.** Respect the rules and conditions of each activity in which we participate.
- B.** Participate in activities with autonomy and responsibility.
- C.** Maintain at all times an attitude of openness and respect towards the facilitators, as well as towards our class mates.
- D.** Understand that the facilitators will act based on the values and

principles of the Code of Values and Conduct, without this being interpreted as a possibility of establishing sexual-affective or friendship relationships beyond the context of the organization while the activities in which we have enrolled last.

Similarly, we will refrain from the following behaviors or attitudes:

- E.** Physically, verbally or digitally attack a facilitator or any other participant.
- F.** Lying or omitting the personal information we provide regarding our health.
- G.** Using or teaching the techniques of the course(s) for financial or personal gain.
- H.** Make insinuations of sexual nature to the facilitators.

Section 7. Activities with minors.

By virtue of our commitment to children and teenagers so that they develop in safe spaces and meet their needs, at The Art of Living we are committed to:

- A.** Not include minors in programs addressed for adults.
- B.** Request prior written authorization from the mother, father or guardian to participate in any activity of the organization.



- C.** Request prior authorization from the father, mother or guardian to maintain direct communications with minors and always inform them of what has been communicated.
- D.** Not add minors in the groups that are enabled through adult instant messaging platforms.
- E.** It is necessary to always have two facilitators, preferably with different sex-gender identity.
- F.** In all cases, keep the personal information of minors safe and never publish their image or data without prior authorization.
- B.** Freedom of speech. Express ideas, opinions, proposals or reflections in a respectful and constructive manner, without opening hostile debates or discussions that violate the integrity of one or more people in the community.
- C.** Discretion. Avoid the spread of rumors or unfounded information about situations or cases that occur within the framework of the activities or spaces of The Art of Living Latam.

Section 8. Communication in official spaces and channels

With the purpose of maintaining a respectful, free and assertive communication, we commit to interact in the official channels of interaction under the following principles:

- A.** Respect. Know and ensure compliance with the objectives, dynamics and rules established for official groups on instant messaging platforms. Which are intended exclusively to share knowledge and messages from Gurudev Sri Sri Ravi Shankar, as well as information on courses, programs, events and relevant activities of the organization, or important news and notices for the active AOL community.

Safeguard the institutional image. Safeguard and respect the values and principles defined in this Code of Values and Conduct when the social media or digital platform personal profiles indicate a relationship with the organization. Or, otherwise, make post or statements on their own behalf.

The Art of Living respects the right to freedom of speech of those who make up the active community, as well as external people who interact with the organization.

Section 9. Inadmissible behaviors for the active community of the organization

In addition to what is described in the previous sections, at The Art of Living we consider it a priority to avoid, prevent, identify and report the following non-exhaustive list of behaviors and attitudes:

Behaviors that violate the personal and intimate space of the body and sexuality



- A.** Making suggestive approaches or with written, physical and/or verbal sexual insinuations towards any of the people present.
- B.** Making physical contact which is unnecessary for the practice, by the teachers and volunteers, without informing and requesting explicit consent.
- C.** Spy on a person in their privacy or while they change their clothes or are in the bathroom.

Behaviors that coerce affected people and/or victims

- D.** Giving gifts, giving inappropriate or conspicuously different attention, or openly or indirectly expressing sexual interest in a person.
- E.** Condition the rendering of a service or performance of any activity in exchange for having sexual intercourse of any nature.
- F.** Force any practice, reading or advice, justified in the work of the community since the practice is an individual experience that depends on the decision of each person.

Behaviors that violate the prestige or image

- G.** Referring to, asking questions or discussing the behavior and/or sexual activity of people, as well as expressing or using language that denigrates them or intends to place

them as a sexual object or a target of discrimination.

- H.** Make comments or guesses about someone's sexual orientation or gender, as well as spread rumors or any type of information about people's sexual lives.
- I.** Making comments or jokes about the body, physical appearance or anatomy of a person with a sexual or discriminatory connotation, either in person or by any means of communication or instant messaging platform.
- J.** Submitting through the social media of the community, suggestive sexual images of oneself or of colleagues, as well as sending or displaying, through any means, unwanted content of sexual nature.

Behaviors that encourage violence, discrimination or risky situations of risk.

- K.** Generate an atmosphere conducive to sexual incitement through movement and the setting of the activities.
- L.** Making sexually suggestive signals with the hands or through body movements.
- M.** Deliberately showing private parts of the body to one or more people.



- N.** Speak words, including jokes, puns with a sexual or scatological double meaning.
- O.** Having sexual intercourse in the context of courses and practices.
- P.** Establish couple relationships during the time of the courses and practices between facilitators and participants.
- Q.** Incite, support or cover up discriminatory actions or contempt for any person in the community that damage their integrity.
- R.** Exposing or embarrassing any person in the community, thereby violating their integrity, confidence and free development within the organization.
- V.** Take advantage of one's position in the organization for personal gain.
- W.** Approve, contract and agree services with companies, institutions or non-regulated organizations and/or for personal benefit.
- X.** Receive cash, goods or donations in kind from third parties to maintain a relationship or link with the organization.
- Y.** Accepting gifts, presents or entertainment from people, companies, institutions or organizations to carry out illegal practices or activities which may harm the organization.

Ethical misconduct and conflict of interest

- S.** Falsely accusing someone in the community of having committed an ethical misconduct or violent act.
- T.** Hide any conflict of interest or situation that may affect the impartial and objective performance of activities in the context of the organization.
- U.** Carry out activities with personal, family or business interest that result in personal benefits for oneself or for family members, friends or acquaintances and which also harm the organization.
- Z.** Establish commitments against the values and ethical principles of the organization.
- AA.** Acting irresponsibly, putting the safety of the organization's active community, as well as third parties, at risk.
- BB.** Impose opinions or points of view to prevent other people from expressing themselves freely.
- CC.** Provide false information about the events that take place in the context of the organization.
- DD.** Disseminate confidential or sensitive information of the organization in the media or external spaces.



EE. Remain indifferent to any situation of breach or non-compliance with this Code of Values and Conduct, as well as circumstances of the organization that affect society as a whole.

8. GENERAL CONSIDERATIONS

In addition to knowing and consulting this Code of Values and Conduct to prevent, identify, address, sanction and eradicate any action, attitude or value that contravenes the principles of our organization, as well as local, national and international laws, we recommend promoting a moment of internal reflection in situations of confusion or ambiguity, based on the following questions:

- Is what I want to do/am doing ethical and legal?
- Does this action/attitude reflect consistency with the values and knowledge of myself and of The Art of Living?
- Would I like other members of the active community to act/ behave in the same way?
- Would Gurudev Sri Sri Ravi Shankar do the same?

If the answer to these questions is negative or uncertain, we can seek advice from our Regional Ethics Committee, from the General Coordinators of the country where we are or talk to more experienced teachers.

Stopping for a moment and reflecting on the values or ethical principles that guide our behaviors and attitudes helps us to coexist based on respect, empathy, care and inclusion.

9. CONSEQUENCES OF BREACHING THIS CODE OF VALUES AND CONDUCT

The Regional Ethics Committee and the National Ethics Committees of The Art of Living have the power and the main objective of receiving, responding, verifying and deciding on reports or cases on attitudes, behaviors or situations of non-compliance or breach of values, ethical principles, commitments and rules of integrity, by active members of the organization.

In particular, it will give priority to cases submitted by the active community of the organization that involve situations of abuse, harassment or sexual offenses, or other criminal or improper conduct such as financial misconduct, fraud, bribery or irregularities, committed by active members, which that could compromise or damage the confidence and integrity of those who make AOL LATAM.

Any member who, according to the procedures of the National and Regional Ethics Committee, has committed serious violations to the Code of Values and Conducts or its underlying principles, may be subject to disciplinary sanctions.



While the specific type of disciplinary sanction will be based on the circumstances and severity of each case, it may include one or more of the following: verbal and/or written reminders, warnings, temporary or indefinite suspension; termination or severance of any relationship with the organization; as well as raising awareness on ethical issues or specific interventions.

In the process of observing compliance with this Code, as well as in the reception of reports, the National and Regional Ethics Committees will have the following powers:

- I. Provide AOL's active community the set of Values and Principles for a Fair and Inclusive Community for its proper adoption and dissemination.
- II. Receive, deal with, follow up and decide on the reports or cases received.
- III. Initiate verification processes to collect information and evidence that contributes to the resolution of the reports or cases submitted.
- IV. Decide on the cases received and jointly resolve appeals or critical cases.
- V. Inform the decisions of the National and Regional Ethics Committees, as the case may be.
- VI. Define additional regulations of local scope to this Code of Values and Conducts.

In addition to the above, where an unlawful act has been committed, the organization will refer the matter to law enforcement agencies for appropriate legal action.

Especially, the confidentiality and protection of the people involved will be ensured at all times, so that no one is subject to re-victimization or discrimination when processing cases or reports.

Regarding this section, Gurudev Sri Sri Ravi Shankar has the power to approve, reverse or decide on the cases or reports submitted.

10: CHANNELS FOR LISTENING, MAKING ACCUSATIONS AND SPACES FOR CONTINUOUS IMPROVEMENT

The Art of Living through the Regional and National Ethics Committees undertakes to manage the mechanisms and channels for the submission of possible situations of breach or non-compliance with this Code of Values and Conducts, in a responsible, empathetic, respectful manner, without re-victimization. or violation of human rights.

Likewise, it will have communication spaces for information and guidance on the observance of the Code, as well as an electronic mailbox for listening and denouncing reports that contribute to the continuous improvement of our organization.

CURRENT LISTENING AND ACCUSATION CHANNELS

etica@elartedevivir.org

Through the aforementioned email, the active AOL community can formally share any case with the Regional and National Ethics Committee for its proper reception, attention, follow-up and resolution.

The Regional and National Ethics Committee will determine if the reported case requires the activation of the Response to Violence and Non-compliance of Values protocol, or what processes and measures should be considered to deal with the case.

11. REGIONAL AND NATIONAL ETHICS COMMITTEE

The Regional Ethics Committee will be composed by active members who will be proposed by the LATAM Board through a process of conversation and consensus, where other voices will be taken into account and those who meet the requirements and maintain their inspiration will be considered mainly and, above all, they have experience in taking responsibility. The proposal will be approved by Gurudev Sri Sri Ravi Shankar.

For their part, the National Ethics Committees will be made up of active members, preferably of a different sex-gender identity, who meet the following requirements:

- I. Being people recognized for their taking on responsibilities at the national level or in the region, as well as for their capacity for active listening, empathy and impartiality.

- II. Have been trained in issues of gender, diversity, violence, human rights and psychosocial risk factors.
- III. Have more than 5 years as an active teacher of the organization.
- IV. Having held leadership positions within the organization, as a member of the Board or the coordination of a country, for at least a couple of years.
- V. Know this Code of Values and Conduct and adopt it in their daily practices and interactions.

In this regard, it should be noted that the General Coordinators of each country together with the Regional Ethics Committee and the senior teachers will actively participate in the preparation of a proposal of members for the National Ethics Committees, in the same way, from a process of conversation and consensus.

In addition, they will take into account the people proposed, as well as the active members who want to propose themselves for said roles and who meet the aforementioned requirements. Finally, the proposal will be notified to Gurudev Sri Sri Ravi Shankar for his approval.

The term of the Regional and National Ethics Committees will be 3 years, with the possibility of re-election. After this period, the Regional Ethics Committee and the LATAM Board will once again submit their respective proposals to Gurudev Sri Sri Ravi Shankar for his approval.



The Regional Ethics Committee will serve as a counterweight to the National Ethics Committees, as it will function as a body that will address and resolve internal problems. On his part, Gurudev Sri Sri Ravi Shankar will counterbalance the Regional Ethics Committee.

Finally, it should be noted that the Latin American region is composed by the following countries: Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Mexico, Nicaragua, Panama, Paraguay, Peru, Caribbean Region, Dominican Republic, Uruguay and Venezuela.

12. FINAL CONSIDERATIONS

This present Code of Values and Conduct will be subject to changes or updates in order to respond to the current needs of the active community of The Art of Living, which will be shared through the official spaces and channels for communication.

In general, the Regional Ethics Committee will have the task of reviewing and managing changes that it considers pertinent to the Code, that will apply to the entire region. This at the time it is considered necessary.

The Regional and National Ethics Committees will have the power to issue additional rules when it is necessary to make cultural precisions to the regional rules. To do this, they will carry out the following process:

- I. They will identify if it is necessary to issue additional regulations based on

an analysis of the social and cultural context of the country.

- II. They will prepare the document with the proposed additional rule.
- III. In case of controversy, the Regional Ethics Committee may consult Gurudev Sri Sri Ravi Shankar, who will approve the validity and the need to issue additional rules.
- IV. A disclosure process of the approved additional rule will be carried out.

The Regional and National Ethics Committees are responsible for interpreting this Code of Values and Conducts accordingly, as well as analyzing and resolving unforeseen events resulting from its application.

13. GLOSSARY OF TERMS

For the purposes of this document, some terms are included that we hope will be understood as follows:

Sexual abuse: any act that damages the sexual freedom of another person. It includes everyday abusive language with sexual content and other offensive forms of treatment and harassment.

Sexual Harassment: sexual advances, unwanted and not consented requests for sexual favors, or other verbal or physical contact of a sexual nature that creates a hostile or offensive environment.

Listening and reporting channels: Electronic means made available to the



Community of The Art of Living for this purpose.

Code of Values: Tool built to guide the organizational culture of AOL based on ethical principles and behaviors aiming to achieve of the organization's mission.

Code of conduct: It is a set of rules, values and principles which the conduct of the people who make up an organization must comply.

Conflict of interests: Situation in which the actions of the person is unduly influenced by his particular interests, which are frequently of an economic or personal nature, as opposed to those of the institution in which he works, affecting the integrity of his decisions and the predominance of collective interest.

National Ethics Committee:

Decision-making body at the national level, in charge of attending to and following up on compliance with this Code of Values and Conduct, as well as the Protocol for Response to Violence and Breach to Values of the organization.

Regional Ethics Committee:

Decision-making body in Latin America, responsible for attending to and monitoring compliance with this Code of Values and Conduct, as well as the Protocol for Response to Violence and Breach to Values of the organization. It is the instance that sanctions prohibited or inadmissible acts, based on the proposal made by the National Ethics Committee.

Reports or cases: It is the act by which the Ethics Committee or the organization's authorities are informed that there is a fact that the complainant considers contrary to this Code of Values and Conduct. It must be done through the established channels.

Human rights: They are rights inherent to people who, solely because of their status as such, protect their dignity without any discrimination.

They have been enshrined and guaranteed in international instruments and incorporated into national legislation.

Discrimination: It is the different and detrimental treatment given to a person or group, for reasons of physical characteristics or way of life, ethnic or national origin, sex, gender expression or identity, age, disability, social or economic status, health condition, pregnancy, language, religion, opinions, sexual preferences, marital status and other differences that may be grounds for distinction, exclusion or restriction of rights.

Sexual harassment: any type of approach or pressure of a sexual nature, both physical and verbal, that is unwanted, arising from the employment or subordination relationship, and that reproduces a hostile or offensive work environment, a change in working conditions or that affects the employment or volunteer opportunities of the injured person.



Rules of Integrity: Guidelines for the expected behavior of the people who integrate and interact with the organization.

Human Values: According to Gurudev, they are those attributes and qualities that are the very heart of humanity, representing the highest expression of the human spirit.

Damaged person and/or victim: Person who suffers damage or loss as a result of a certain action or event. They are those who experience situations of violence, discrimination, mistreatment, exclusion, restriction or inequality.

Gender violence: A type of physical, psychological, sexual, economic, patrimonial, political or digital harm that is exercised against any person based on their sex, gender identity or expression, or sexual orientation.



| ATTACHMENTS

Summary of Gurudev Sri Sri Ravi Shankar's Universal Declaration of Human Values

I. Background

Sri Sri Ravi Shankar developed a proposal for the Universal Declaration of Human Values, which represents his vision towards a new alternative in order to promote understanding and harmonious coexistence between different peoples and cultures. It takes the form of a draft resolution of the United Nations General Assembly. We expect that, in due time, the member countries will submit it to the United Nations following the normal processes and channels of the General Assembly, for its discussion, adoption and subsequent implementation. Sri Sri's intention is that the proposed Declaration will serve as a tool for initiating a global discussion of the crucial issues it addresses.

Preamble

Given the increase in conflict and violence in the world today, much of it attributed to religious and ethnic divisions, the preamble recognizes the paramount importance of fostering understanding and harmonious coexistence among peoples.

Expresses the determination to target the root causes of violence and conflict, and points to the need to address the spiritual aspect of human existence in order to achieve the purposes for which the United Nations was created, including the universal

human rights expressed in the Universal Declaration of Human Rights, as well as the objectives of the Millennium Declaration.

Article 1: Global commitment and call to action

The Member States, in recognition of the urgent need to recover universal human values in all sectors of society, undertake to nurture and strengthen human values, working with all institutions of society to ensure that human values are recognized, honored, supported and encouraged. To foster harmony in diversity, a broad education based on human values, and a multi-cultural and multi-religious education, in particular for all young people, is most urgently needed.

Member States commit to working with partners to ensure that education is available to all. All individuals and all institutions of society are called upon to join in this sacred effort to reawaken human values in all sectors of society

Article 2: Human Values

According to Gurudev, they are those attributes and qualities that are the very heart of humanity, representing the highest expression of the human spirit. They are innate to all people and include: **(1) a deep solidarity with all life**, which is the basis of all other human values, and which ultimately manifests as unconditional love; **(2) non-violence**, which arises spontaneously from the awareness that all life is sacred; **(3)**



compassion, characterized by the desire to remove suffering and misery from all life; **(4) kindness and cooperation**, which flourish when we realize that we belong to one global family; **(5) generosity and sharing**, qualities that grow with the awareness that true prosperity is the consequence of giving and not hoarding; **(6) the feeling of belonging and unity with all forms of life**, which arises naturally when we become aware that we are all part of a universal spirit; **(7) an ecological attitude**, concerned about the planet, which arises from understanding that the earth is our mother, whom we must revere and care for; **(8) service to society**, based on the conviction that we are here to contribute to society, not to get something out of it; **(9) a feeling of commitment and responsibility**, which finally extends to all of society and all of life; **(10) peace and contentment**, part of our deepest nature, which must be nurtured and encouraged, to bring peace around us and ultimately to the entire world; **(11) enthusiasm**, which must be supported and nurtured like life itself, and **(12) integrity**, honesty, and sincerity, honored by all spiritual traditions without exception, and which form the foundation of social order and Justice.

Human values do not depend on or emanate from any external authority. As an infinite potentiality within all people, human values are already present in every human being; it is only necessary to revive them for them to prosper and grow.

There is a close relationship between human rights and human values. However, despite the focus on human rights during the last half century, little attention was paid to human values. For human rights to flourish, human values must be nurtured, just as the roots of a tree must be watered in order for its fruits to grow.

It is essential to revive human values throughout the world in order to achieve human rights, peace and security on the planet, and harmonious coexistence among different peoples and cultures.

Article 3: Create New Heroes of Humanity

Today's society usually glorifies violence, aggression and domination. These detrimental qualities are often mistakenly associated with bravery and heroism, and also with a great sense of pride, particularly among the young.

To reawaken human values, we must encourage the creation of new role models and heroes who exemplify the qualities of non-violence, kindness, and cooperation. To these human values we must add a feeling of pride, which should be recognized as the hallmark of today's true hero.

Article 4: Human Values and Conflict Resolution

Only someone in whom human values have fully blossomed can be truly effective in promoting dialogue in conflict zones around



the world.

The mere presence of such an individual, whom everyone considers a trustworthy friend, will soothe, soothe, and comfort. When training arbitrators and negotiators to work in the areas of conflict, fundamental attention should be paid so that those chosen are those types of people, who exemplify the essence of what it means to be human.

Article 5: Spirituality, Human Values and Identity

There is an urgent need to reverse the growing lack of spirituality in the world that contributes to the current rise in conflict and violence.

In this document, “spirituality” means living and honoring human values, having deep solidarity with all life and being aware that life is sacred. It means rising above the limited concepts of our own identity and being able to see our own basic identity, first and foremost, as part of a universal spirit; second, as a human being; third as male or female; and finally, as a member of a certain religion and a citizen of a particular country. However today, this hierarchy of identity is inverted, since most people identify first with their religion, failing to recognize that we are all part of a universal spirit, a single world family.

Article 6: Human Values and the Millennium Declaration

To achieve the goals of the Millennium Declaration, it is necessary for human values to resurface. The values shared by society and expressed in the Millennium Declaration, which are essential for international relations and which govern the conduct of nations, must be strengthened by emphasizing human values, which are part of our deepest nature. and that govern the conduct of human beings.

Article 7: Globalize Human Values and Wisdom

Although we have now globalized the market economy, we have not done the same with human values and wisdom. The Millennium Declaration calls for a fair and inclusive globalization, so that it becomes a positive force for all the peoples of the world. We need to expand and refine this principle even further. Now we must turn our attention to the globalization of wisdom.

Article 8: Follow-up

We call on the General Assembly to monitor and review the progress that member states make in implementing the common commitments in this Declaration. The Secretary General is requested to issue regular progress reports as a basis for future action.

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