

Cambridge Insight Meditation Center Reconciliation Process

CIMC's Ethics and Reconciliation Council (EAR Council) is available to any sangha member who would like support should an interpersonal conflict, grievance, or ethical concern occur at the Center. It is available when individual efforts to resolve a problem or grievance are not successful. The EAR Council can help facilitate deep personal reflection, serve as a sounding board or give guidance on how best to resolve conflict. EAR Council members may assist in reaching greater clarity through reflection, dialogue or other supportive means. This confidential process provides an opportunity to move towards understanding and resolution of conflict or difficulties and supports the reconciliation and preservation of relationships within the sangha.

CIMC's **Ethics and Reconciliation Policy** should be reviewed prior to contacting the EAR Council.

Sangha members looking for assistance from the EAR Council should send their request by email to office@cambridgeinsight.org and include their name and phone number. All phone calls and emails are confidential.

The message will be passed along to an EAR Council member who will contact the sangha member by phone or email to arrange a time to hear the concern. The EAR Council member will listen carefully and will discuss possible directions or courses of action depending on the situation. At the end of the first meeting or phone call, the individual and the EAR Council member will together make a summary record of the conversation and decide on next steps, if any.

Great care will be taken to safeguard the information shared with the EAR Council. For informal consultations, information will remain confidential except under rare circumstances when a concern involves a serious risk of harm. In this case the EAR Council may disclose information to the Guiding Teacher(s) and/or the Board of Directors and recommend initiation of a Formal Grievance Process or other appropriate action. The sangha member will be informed if such disclosures are warranted.

Many CIMC sangha members and leaders have multiple roles and relationships within the community. Sangha members can ask to speak to a particular EAR Council member, and/or to not speak to a particular EAR Council member. The names of all EAR Council members are available from the CIMC office upon request.