

## **Alandi Ayurvedic Gurukula Student Apprentice Code of Conduct 2023**

**The Alandi ethos** is a combination of ease and professionalism. Ease includes a spirit of friendliness, informality, intimacy, warmth, compassion, generosity, care and simplicity. Professionalism includes integrity, honesty, confidentiality, high standards, accountability, initiative and respect for interpersonal boundaries, as well as for the organizational structure of Alandi Ashram and for standard operating procedure.

According to the ancient tradition of gurukula apprenticeship, we respect our teachers and elders, who have dedicated their lives to the Vedic path. We seek to protect their health and assist them in their needs. In the Upanishadic tradition, the student apprentice comes bringing wood as a symbol of willingness to serve. We carry on this tradition, aware of the immense value in the role of the apprentice. One is able to learn by hearing, listening, observing and serving. One grows in humility and patience through seva carried out with joy. In honor of the unique apprenticeship opportunity at Alandi, each student apprentice takes on and fulfills a seva task as a contribution to the smooth running of the gurukula.

Student apprentices shall not seek to establish any sexual or romantic liaison with a patient, faculty or staff member of Alandi. In the event of a strong mutual attraction between a student apprentice and a staff member, faculty or patient, a cooling off period of 3 months shall elapse between termination of the professional connection and any attempt to pursue a romantic relationship. Student apprentices shall also be aware that it is inappropriate for a staff or faculty member to make any attempt to establish a sexual or romantic liaison with them. In the event of such an interaction, the student apprentice concerned should immediately approach any board member for appropriate resolution of the harassment situation.

Student apprentices shall not seek to establish any sexual or romantic liaison with a Board member of Alandi Ashram. In the event of a strong mutual attraction between a Board member and student apprentice, the Board member shall discuss the situation with the Board, who shall work together to determine a course of action free of conflict of interest or harassment issues.

Student apprentices shall not engage in hate speech. Hate speech is speech directed against a group of persons defined in terms of race, ethnicity, national origin, gender, religion, sexual orientation, and the like. Hate speech can be any form of expression regarded as offensive to racial, ethnic and religious groups and other discrete minorities or to women.

Student apprentices shall maintain high standards of care of patients. This includes:

- Punctuality—student apprentices shall be present and prepared for any appointments with patients no later than the exact time of the scheduled appointment.
- Dress—Student apprentices shall be dressed in clean, professional clothing. Their shoulders, knees, buttocks and cleavage shall be covered in such a fashion as not to be revealed when bending over. If tight leggings are worn, top should extend to the knees. Discreet, non-inflammatory images and logos are permitted, preferably with Yogic or Vedic themes. Jewelry, tattoos and body piercings should be discreet.
- Courtesy—Student apprentices shall greet the patient, shake hands, use their name and smile. They shall escort the patient to the appropriate room and ensure that they are comfortably seated and know how to find the bathroom.
- Record keeping—student apprentices shall record all interactions with patients, and all advice given, in person or on the phone, in the patient's file.

- Pharmacy—Due to the transfer of energy into the herbal medicines, the pharmacy is a sacred space where only the sound of mindful conversation, chanting or spiritual music may occur during medicine making.

Student apprentices shall not bring to Alandi or any Alandi sponsored event any food items inappropriate to the ashram i.e. flesh foods, (meat, fish poultry) or eggs. They shall not engage in any interactions involving promotion of use of intoxicants or illegal substances on ashram premises or with any patient or student apprentice of Alandi, on or off site. Student apprentices shall not abuse intoxicants, either on or off duty.

Student apprentices shall conduct themselves in such a way as to further the mission and interests of Alandi Ashram. They shall strenuously avoid clique formation, gossip, backbiting, plotting or any form of conduct counter to a spirit of openness, trust and confidence.

Student apprentices shall respect the teacher and the group by paying full attention while in class (whether in person or on live internet). They shall not multitask in class e.g. they shall not do social media, email, online shopping, surfing the internet, homework, working on student apprentice clinic patients or do any activity other than attending to and participating in the subject matter of the class.

**Addendum:** Student apprentices shall comply with any new mandates related to public health situations. At this time, until further notice, student apprentices are required to wear a N95/KN95 mask in all indoor settings. The mask must cover nose and mouth fully. Masks are not required in outdoor settings.

**I agree to abide by the Alandi Student apprentice Code of Conduct.**

**Signed:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_

**Today's Date:** \_\_\_\_\_