

Kripalu®

KRIPALU COMMUNITY AGREEMENTS

Be part of our community at Kripalu.

At Kripalu, many individuals are on a unique journey of renewal, healing, growth, and service. We are committed to fostering and celebrating a diverse and inclusive community of belonging. As our community diversifies and grows, Kripalu is learning and evolving in our ways of being with one another. We invite you to join this process with us.

To support each other as we celebrate the multiple expressions of the whole, here is a clear set of guidelines and agreements that we ask everyone to follow while here:

1. Be aware of your social identity and your proximity to power and how this impacts your behavior, your environment, and the people within it.

- Locate yourself within your truth and context. Everyone is moving through this space with a different lived experience.
- Feel into your physical/mental/emotional body and know that other people are having experiences that you may not know about.
- Practice mindfulness in your interactions with others and the environment.
- Be careful with your words and actions both to yourself and others.

2. Practice mutual care and responsibility.

- Treat yourself and others with compassion and respect.
- Extend patience and understanding to fellow guests and staff.
- Respect people's physical and emotional boundaries. Do not touch another person or their belongings without asking and receiving permission.

3. Be willing to do things differently and experience discomfort.

- Prioritize being curious over being right.
- Be open and welcome new experiences and perspectives.
- Listen without judgment to others' viewpoints. Challenge your assumptions.

4. Seek heart connection, centering relationships over outcome.

- Seek to understand others' journeys with compassion and curiosity.
- Appreciate the diversity of experiences within our community.
- Reflect on how others' insights might enrich your own path.

5. Expect and accept nonclosure.

- Be patient and trust the process of retreating and growing in community.
- Allow insights and growth to unfold naturally, without forcing outcomes.
- Be gentle with yourself and others if challenges arise during your stay.

Creating a community of belonging takes all of us, in part by practicing these agreements. We do not intend to be an organization that polices or condemns each other or our guests. If you are asked by anyone to stop behavior that occurs as offensive or aggressive, simply do so respectfully. If you see someone behaving disrespectfully, mindfully say something and bring it to the attention of Kripalu staff. We take all concerns seriously. Harassment and/or sexist, racist, or exclusionary jokes or comments are never tolerated at Kripalu.

By embracing these guidelines and agreements, you contribute to the supportive and transformative atmosphere that makes Kripalu unique and special. We're all on this journey together, creating a space where everyone can learn, heal, and grow. We hope your time here is transformative and rejuvenating.

Going a little deeper.

While Kripalu aims to be a place where all people who come here belong and are respected, honored, and cared for on their journeys, we realize that we are also a microcosm of society. We are dedicated to learning and growing in all that we do, and with that comes bumps, humility, and continued steadfast commitment. We ask that you learn with us, and that we all have grace for one another.

Kripalu staff wear uniform tops and/or name badges. Please honor, respect, and be kind to our team members who give of themselves every day to support the learning and retreat experience through Sacred Hospitality. Likewise, please honor, respect, and be kind to everyone who comes through our doors.

Below is a non-exhaustive list of behaviors that we know have happened here and in society. These are often called microaggressions, though they often feel like straight-up aggression. Microaggressions are communications or actions that may be subtle and unintentional but are forms of bias or prejudice. Often, microaggressions target marginalized groups but they can happen to anyone. We ask that we all be mindful to avoid these and similar actions.

- Asking someone who is not a clearly designated employee to clean a room, serve food, or perform any other task.
- Touching someone or their belongings without asking and receiving permission.
- Touching someone's hair.
- Acting surprised that a person or group has made the decision to come to Kripalu.
- Telling a transgender person that they don't "look trans."
- Telling a person with a disability that they "are inspiring and/or amazing."
- Making assumptions about someone's identity or background. Likewise, making assumptions about the communities in which others live.
- Comparing racial oppression to gender oppression with comments like, "As a woman, I understand what people of color go through."
- Making assumptions or commentary on what people should be like as women, men, straight, LGBTQIA+, BIPOC, white, or from any specific location.
- Telling anyone that they do or do not look like or sound like [insert any social, cultural, racial, or other group here].