

September 3, 2018

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Dear Shambhala Community:

Starting on September 4, 2018, An Olive Branch will offer a Listening Post for current or past Shambhala members to report harm suffered because of sexual misconduct by Shambhala teachers and office holders. The purpose of the Listening Post is to enable any current or past Shambhala member who would like to confidentially report sexual abuse to do so in a safe and supportive context. Because experiencing and reporting harm is typically traumatic, we understand that reporters may be at different points in processing their experience. If you choose to report, we will respond to your individual needs and try to ensure that you always feel in control of the process.

After the Listening Post closes, An Olive Branch will prepare an anonymous summary of the reports of harm we received. This report will be given to the Interim Board of Directors and shared with the Shambhala community.

An Olive Branch is a neutral third party organization, independent from Shambhala, that assists reporters of harm by: 1) listening to reports of harm in an affirming and non-judgmental way; 2) offering support and encouragement to reporters; 3) helping reporters decide what, if any, actions they would like to take or any requests they would like to make of Shambhala; 4) identifying options available to reporters (such as filing a grievance or speaking to the independent investigator); and 5) serving, on request, as an advocate for reporters if they choose to take their complaint forward.

Reporters of harm have several options for action. These options are detailed in Figure 1 below and vary depending on the time period in which the harm occurred. For example, if you experienced harm between January 1, 2002 and September 1, 2018, you have three options:

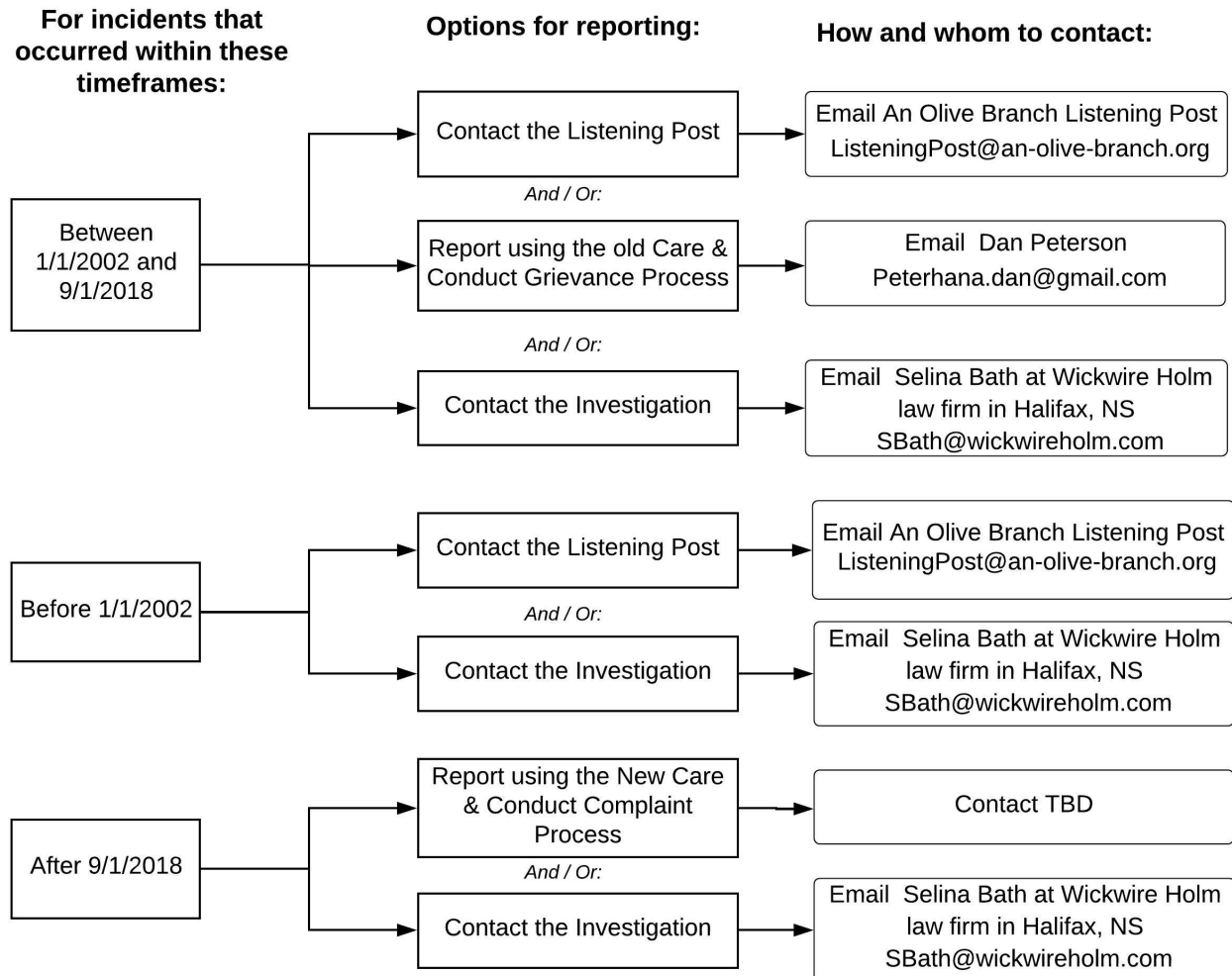
- First, you may speak to the Listening Post for support or you may submit a written report of harm if you prefer. We expect the Listening Post to continue until December 31, 2018.
- Second, regardless of whether you speak to the Listening Post, you may speak to the independent law firm (Wickwire Holm) investigating misconduct within Shambhala. The investigation will be open until October 31, 2018.
- Third, you may **also** file a grievance under the Care and Conduct Policy adopted by Shambhala in 2002. If you would like an advocate from An Olive Branch to work with you during this process, one will be provided.

If you experienced harm prior to 2002, you may contact the Listening Post and/or Wickwire Holm. A separate process to address these complaints of harm is currently being developed because they predate the 2002 Care and Conduct Policy. Reports of harm that occur after September 1, 2018 will fall under the **new Code of Conduct** soon to be approved by the outgoing Kalapa Council. Shambhala will send a

separate communication about this new Code of Conduct as soon as it is approved.

For reporters who wish to converse in a language other than English, special arrangements for you to do so will be made. Please indicate your language preference in parentheses, e.g. (German) when you first contact us.

## Options for Shambhalians to Report Harm

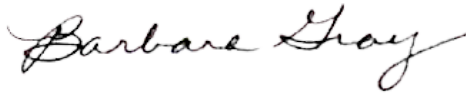


If you would like to report harm, please contact us at: [ListeningPost@an-olive-banch.org](mailto:ListeningPost@an-olive-banch.org). Please provide your name, email address and/or telephone number, and country or time zone. All information shared with the Listening Post will be kept strictly confidential unless you, as the reporter, direct us to share it with others.

We are aware that some people who have been harmed have already left Shambhala. If you know of someone like this, will you please forward our letter to them?

While we deeply regret that it is necessary to create a Listening Post at all, we are committed to offering a safe space for anyone who has experienced harm to be heard, pursue redress, if desired, and take another step in their healing journey.

Sincerely,



Dr. Barbara Gray  
An Olive Branch

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**Translation Note:**

- We apologize that this letter is currently only available in English. Translations will be provided as soon as possible in as many languages as possible.
  - Toutes nos excuses pour cette lettre uniquement en anglais pour l'instant. Une traduction en français sera disponible très bientôt.
  - Pedimos disculpas porque esta carta se encuentre sólo en inglés en este momento. Habrá una traducción disponible en breve.
  - Ci scusiamo che questa lettera è per il momento solo in Inglese. La traduzione di questa lettera è imminente.
  - No momento esta carta está só em inglês. Em breve a tradução estará disponível.
  - Entschuldige bitte, dass dieses Brief diesmal nur auf Englisch erscheint. Eine Übersetzung dieses Briefes folgt in Kürze.
  - "Przepraszamy, ta wiadomość jest obecnie dostępna jedynie w języku angielskim. Polskie tłumaczenie listu zostanie przesłane wkrótce."
  - Omlouváme se, že tento dopis je zatím pouze anglicky. Překlad tohoto dopisu bude následovat.
  - Перепрошуємо, що цей лист наразі тільки англійською мовою — попросить знайомого допомогти вам з перекладом.
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