

Community Commitments

Honor Self and Others

We recognize the core of all beings as True Nature and pure Essence. At the core, we are all the same essence. We realize that no one is better or worse than anyone else and all deserve to be treated with kindness and compassion.

Extend Highest Regard

We recognize the power of our perspectives, our words, and our actions, and we choose to mindfully make decisions on how to manifest these powers in ways that support one another's well-being. Our unwavering intention is to cause no harm, and we exert our best efforts to make our intention a reality by holding each other in the highest regard.

Working with our triggers and reactive emotions about others in our community - what to do when we lose clear view of another and how to deal with a difficult energetic charge with another...:

1. **It is natural to be triggered at times** by our classmates, assistants, and/or teachers. Remember our commitment to extend our highest regard, recognize the impact of our negative projections, and our commitment to be true mirrors to one another's true self, and to hold each other and our parts with warm-hearted clarity.
2. **We first need to unmerge with the triggered part** when we are feeling charge or reactivity with another person, and bring awareness to the part that is triggered.
3. **We also may need the support of someone else's presence** to get less merged with our triggered part or reactive emotion. We can do this

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by asking for the help of a healer, staff person, or classmate who is able to hold a **CLEAR CONTAINER** for our experience to be processed.

4. **How do we know it is a CLEAR CONTAINER?** If we want to process our triggered experience with someone, the person holding the container must be able to listen to the process without believing or getting caught in the story (maintain the view of Real not True). This means not allowing ourselves as “container holders” to collude with triggered parts, judgments or reactive emotions.

NOTE: While it can be effective to discharge our negative emotions about people we are triggered with, we must do so in a way that doesn't cause harm. Before doing a mini about another person that the counselor may also know, the counselor must check themselves to determine if they are able to maintain a clear loving view of that person as well as an aligned clarity and a clean container. If we are counseling about another person we are triggered by, the intent of both parties should be to hold the person they are sessioning about in the highest regard. Ultimately we are sessioning with the reactive emotions as a way to clear charge, and come into aligned clarity and love. We should NEVER use minis as a way to enlist others into our negative views of others.

5. **When mini-ing we must first be sufficiently unmerged with our triggered part** so that we have awareness present, then bring our own loving presence (or the presence of a container holder) to the part or charged experience. Initially, we want to simply allow the experience to be felt as it is, without trying to avoid it, change it, or judge it. We may need space to directly express the reactive emotion without judgment.
6. **It is good to locate where you feel the most charge in your body and in the story.** Wherever there is charge, bring added attention there. See if you can seek to find the underlying feeling that is causing the charge. A question to ask is, “What does this person or circumstance remind me of? What is my earliest memory of this kind of experience?” (Looking for the roots in our childhood experience).

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7. **Co-create the reality you want:** There is a process we must go through in order to shift our “projections” from our past experiences to our actual “present time”, adult needs and desires. As we begin to strengthen our muscles of bringing emptiness to our stories and reactive emotions, we can sift through the content of our experience to find what our authentic needs and requests are. We can use the **power of our own agency** to communicate, negotiate and take actions that support the outcomes we want in our life and relationships. **We can look for the clarity in the anger, the vulnerability in the reactivity, the simple need that needs to be expressed or held by our own loving awareness.**
8. **Once you have cleared your projections** and discovered your inner Tree that can speak from warm hearted truth, you may discover requests or actions you may want to share or take, **you can then, when appropriate, communicate directly with the person** both your needs and any impacts you have felt from them or their actions.
9. **Own your own experience during communication:** The more you can understand yourself and share your needs and own your feelings and experience (rather than blaming, judging, or making assumptions about the other person’s experience), the more the other person will be able to empathize and receive your sharing.
10. **It is not ok to participate in gossip or collusion against any member of the Luminous Community.**

Keep clear and current:

Share any “withholds” that don’t naturally shift as you consciously communicate. “Withholds” include those things that are thought or felt by one but not the other person in the interaction.

Integrity: Do what you say you will do and when you don’t, acknowledge that and recognize the impact.

These principles apply to your relationship with other students and with the teachers, staff, and assistants of Luminous Awareness Institute.



Luminous Code of Ethics

Luminous Awareness Institute offers processes, tools and techniques for the purpose of supporting the evolution of consciousness and the awakening of all beings to their true nature. As we unfold and expand into heightened awareness, subtle energy perception, sensing ability, and healing capacity, we also step into increased responsibility for holding our ethics to our highest integrity.

We ask that, as you begin to work with other beings' systems, you first clarify and align your intention and energy and invoke your steadfast intent for the highest good for the "client" (the person who is receiving the work) and for all beings. We also ask that you hold and honor the wisdom, intelligence, and divine nature of each being, and offer your work as a tool for their unique process of unfolding.

It is in this spirit that we have clarified specific ethics that we hold for students, practitioners, and teachers of the Luminous Awareness Institute work:

- To respect the innate wisdom and sovereignty of each being, you want to **get consent before tracking or working in a person's energy field, touching them physically, or otherwise interacting with their system.**
 - **Anyone, regardless of role, has the right to draw boundaries about how they wish to engage with this work or with other people.** It is the individual person's responsibility to state what they are okay with (or to ask for support to do so) and it is also your responsibility to attune to your client or classmate carefully and check whether your approach is working for them.

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- Not honoring consent or the boundaries of others may be cause for initiating conflict resolution processes and could lead to being asked to leave the program.
- To respect the beautiful vulnerability and opening that occurs in healing sessions, **you are expected to hold all processes that happen in session or in Luminous modules in confidentiality.**
 - The only exception is if a question comes up in regards to a session you gave another student, and you would like to be advised, what arose can be shared with a teacher for feedback.
 - Teachers / staff / practitioners may discuss the processes of students for support or learning purposes.
- **At any time, you or another may request complete confidentiality.** It is your responsibility to honor this request.
- We ask that during modules we take the shared responsibility of container holders along with the staff when it comes to maintaining clean relational healing space.. **This means during modules we are aware of the need for safety, openness, and vulnerability and understand that we are often doing inner child work. Non-romantic non-sexual container time is necessary for us to descend into the depths and regress into deep child states.** This is important to maintain for the whole module even during breaks and after hours during the long weekend to give a large enough container for all that is processing through.
- We ask people to practice attunement, curiosity, the ability to check in and ask if something feels comfortable when offering connection, touch and sessions.
- We also ask for people to recognize their personal responsibility and ability to speak their own needs, and let someone know what we want and don't want.
- We also need to acknowledge because of trauma some of us don't know our boundaries or have our voice. Or perhaps can't find that voice

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during the moment something is happening. We all need to have compassionate awareness for this possibility and use our best attunement.

- If you are unclear or experience others as not holding to these ethics in their interactions with you or another, please reach out to a teacher, practitioner, or staff member for support.
- We also acknowledge the intimacy and connection that can arise within this teaching and learning environment. We celebrate the special bonds that are formed through journeying in the depth of vulnerability and spiritual heights and hope that your new friends become long standing spiritual and heartfelt family.

Potential Pitfalls to be Aware of:

The Luminous work allows for expanded awareness and ability which can be directed for the evolution of consciousness and awakening to our true nature. With this expansion, there may be pitfalls along the path where the ego takes hold of newly found skills and powers in the service of the small or disconnected self.

Some common experiences to be aware of include:

- **A desire to feel special, accomplished, superior, or recognized** due to your work.
- **A belief that you have the power to fix or change someone else.**
- **Loss of alignment during a session.** Do not hesitate to take time to realign and reconnect during a session if you feel disconnected.
- **“Getting in the boat” with your client** (i.e. believing the stories that come from their smaller self and agreeing with their internal structures of fear and limitation). Instead, work to maintain a healthy awareness of yourselves and an objectivity toward the client’s self.
- **Transference and countertransference** - where transference is the concept of a client or student redirecting feelings meant for others onto the practitioner and countertransference is the reaction to a client's

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transference, in which the practitioner projects his or her feelings unconsciously onto the client.

As a living and evolving community, we support the discussion and refinement of these Code of Ethics to meet the unique needs and realities of our practice and collaboration together within the Luminous context. We seek to hold each other with highest regard and to be intentional in our choices and aware of our impact.



Responses & Actions

When things arise:

There are many ways to get the support you need, ask questions, bring concerns, and offer feedback. This section details who to contact in different situations and how different situations will be addressed.

Who do I contact for...?

Emotional / Healing Response

- **To get a session or support for an intense process I am in?**
 - Schedule a session with one of the official Luminous Practitioners. Contact Luminous Practitioners directly ([see practitioner info](#)).
- **If I want a mini or to trade practice sessions?**
 - Reach out to your fellow students. You can find them in the [Facebook group](#) or join the [WhatsApp group for mini exchanges](#).

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Learning / Content

- **To ask questions about the material covered in class?**
 - You can discuss with fellow students and grad interns, as well as reach out to the teachers. The [Facebook group](#) is a perfect place for this as are labs and pods.

Organizational Logistics

- **If I have questions about my enrollment, lodging, or financial arrangements?**
 - Contact the Coordinating Team at coordinator@luminousawareness.com.
- **If I have questions about using the student portal and website?**
 - Contact the Program Director at programdir@luminousawareness.com.
- **If I am not sure where my question or concern should be directed?**
 - Contact the Coordinating Team at coordinator@luminousawareness.com and we'll get you to the person who can respond.

Community Concerns

- **If I'm struggling with some aspect of the program or with another student, a staff member, or a teacher?**
 - Please contact the LAI Coordinator Team at coordinator@luminousawareness.com (who will bring your concern to the appropriate person) or, if preferred, you may reach out directly to Jen Medrick, Program Director at programdir@luminousawareness.com.
 - You can request full confidentiality and anonymity.
 - If you wish to submit something completely anonymously, you can do so with our [Feedback form](#) (although we will be unable to respond to you directly if you are anonymous).
 - Grievances, conflict resolution, or other similar concerns will be brought to a committee made up of teachers, staff, and our organizational consultant Mark Palmer as appropriate.

What to expect:

Please allow 2-3 business days for an initial response.

Once we are in conversation, **follow up response time and engagement will be determined by the topic** (for example, you and a practitioner would decide on a time for a session or the Coordinator Team would look into a logistical issue and get back to you or the committee would be consulted around any conflict). For situations taking more time, you can expect a weekly update to let you know where things stand.

We look forward to supporting you and keeping the lines of communication open!

Conflict or Grievances

The Process for Interpersonal Complaints



This is a simple outline of three primary steps that Luminous will take when a need for mediation, conflict resolution, and repair arise. The unique details will vary situation to situation. The principles of honoring self and other, extending highest regard, keeping clear, and holding integrity inform this process as well.

1. Leave of Absence or Separation

- Some removal from or interruption of the type of situation where the complaint arises
 - Examples: allowed to attend with no formal teaching/practitioner/intern role; no offering of services or sessions to students, prospective students, or people in relationship to either; no practicing together; move those

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involved to different groups; being asked not to attend while in resolution; etc.

- Specific examples will be provided for the given situation.

2. Review and Information Gathering

- Gather facts, hear the sides, consider needs, and explore solutions / repair
- Initial **agreement to hold confidentiality within this process from ALL parties involved.**
- Assess: What is the level of any trespass or challenge?
- Emphasis on non-judgmental and reflective listening to really understand the situation.
- Due process for all involved (innocence until clarity is established)
- Record keeping of situation, steps taken, completion - available to Organizational Advisors, Program Director, and Owner / Teacher stakeholders
 - All parties involved will be informed that we will be tracking this information. Confidentiality will be maintained. The person making any grievance or complaint may request full anonymity.
- Clarity around who is involved?
 - Student to student
 - Staff / teacher to student
 - Within the staff or teaching team
 - LAI to student, staff, teacher, or external people / organizations
 - Any party to the organization
- Who will mediate or facilitate?
 - Will be drawn from the Luminous committee of teachers, staff, and external support (such as Mark Palmer) as needed.
 - Mediation beyond initial inquiry is paid by student if it is a student to student issue.
- What needs are there for immediate support and who will offer this support? Who is the team here? How might we refer to external resources when appropriate?

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- Support for the process may be suggested either with official advanced Luminous practitioners or outside therapists as needed.

3. **Reparation and Return or Severance**

- What's needed in terms of repair, if repair is found to be a reasonable intention?
- Any mediation needs to allow all parties to share their point of view, impact, needs, and questions with the relevant mediators.
- Any deeper emotional processing (such as expressing rage) needs to be held in a solid and clear container. Repair is not an excuse to attack another person without responsibility for impact.
- If reactivity is extreme, a person needs to be offered emotional support outside of the mediation setting so that they can return to the restorative process with discernment.
- Decisions: What is appropriate to share with the larger community in service of transparency while maintaining confidentiality?
- If and how person can step back in:
 - Evidence of self-reflection
 - Check ins with teachers, staff, mentor, or other support person
 - Recognition and awareness of personal process and impact of behavior
- How severance occurs, if the situation is determined to be beyond the scope of acceptable behavior within Luminous programs or community or outside of what Luminous is set up to support.
 - Warnings
 - Assessment of seriousness of situation
 - Formal severance