

THE GREEN MOUNTAIN DRUID ORDER Code of Conduct

Version 2 Revised April 2017

Mission Statement

The GMDO is a contemporary Mystery School, with community, based in the Green Mountains of Vermont. Rooted in ancient wisdom, our Order was created in these times of great change with the intent of training a growing number of empowered Druids. We align ourselves with the spirit of the earth in order to heal, teach, and make a real difference in the world.

Introduction

The Green Mountain Druid Order endeavors to create and maintain a high-energy and healthy environment that is appropriate for a Mystery School and spiritual community. Cultivating an atmosphere of respect, loving kindness and safety is a shared responsibility for all members of the GMDO, and is essential in order that members feel safe, remain open, and in their hearts. We hold the attitude that all interactions with the school, community and nature are opportunities to practice awareness and impeccability. The same standards of behavior are required of both students and graduates.

Druidry is a way of life. In order to improve our lives and generate positive, healing energy for the world, we practice and integrate Druidic principles of awareness. These come into effect at your initiation into the Bardic Grade and continue through the training, and after graduation.

Please read the following code of conduct carefully. You will be requested to sign a document at the start of your training, before your initiation as a Bard, signifying your agreement to abide by these standards, as a condition for your acceptance as a student and a member of the GMDO.

Agreeing to these standards confers to you all of the benefits of membership in the GMDO and acceptance into a spiritual community that will nurture and support you on your path.

THE STRUCTURE OF THE GMDO

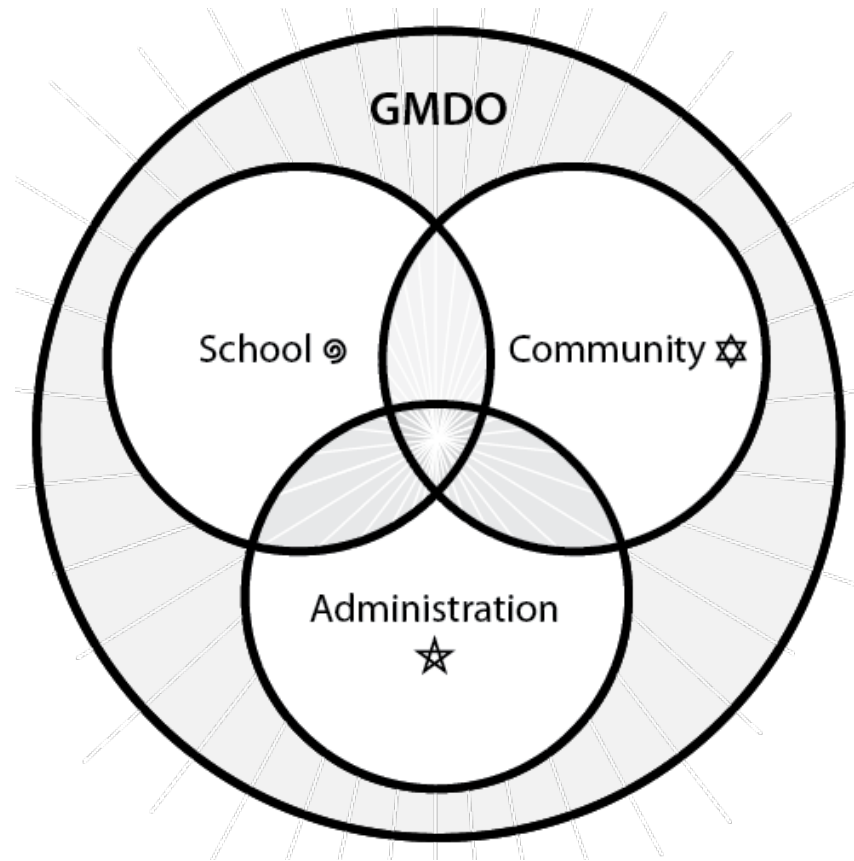
The Green Mountain Druid Order (GMDO) is the organization that encompasses the Green Mountain Druid School (GMDS), the GMDO Community (GMDC), and the Green Mountain Druid Administration (GMDA).

The aim of the Order (GMDO) is to manifest the vision of a contemporary Druid mystery school and associated community.

The aim of the School (GMDS) is to inspire, educate and train students to become empowered stewards of the Earth.

The aim of the Administration (GMDA) is to oversee and carry out all tasks related to the running, and the health, of the GMDO.

The aim of the Community (GMDC) is to gather regularly, to support each other in continual spiritual growth and do good works in alignment with the GMDO principles and codes.



The GMDO Community is defined as all members of the GMDO in good standing who are abiding by the Code of Conduct and consists of:

- a). The director and faculty of the Green Mountain Druid School;
GMDS Director- Fearn Lickfield
GMDS Faculty- Mary Kay Kasper, Mark Adams, Cindy Schaefer
- b). Students of the Green Mountain Druid School;
- c.) Graduates of the Green Mountain Druid School;
- d). Students and Graduates of our Home Study Course who are in compliance and regular communication;
GMDS Home Study Course Manager- Stephen Gerard
- e). Students of the Green Mountain Druid School who have completed at least the Bardic grade to the satisfaction of the teachers, but who have decided to leave before completing the full three years' training;
- f). Honorary members of the GMDO, as invited by the directors.

GMDO Chief- Fearn Lickfield

GMDO POLICIES AND AGREEMENTS

GMDO policies are set out in this document. A brief discussion of the purpose of each policy is included, In order to create and maintain a safe and healthy 'container' for both the GMDO Training and subsequent graduate work, these policies must be understood and observed.

GMDO policies are subject to change. Students will be notified of changes in existing policies at least 30 days before the effective date of the policy. Since new policies are made in response to immediate needs, there may not be time to notify students about a new policy before it goes into effect. In this case, students will be notified of new policies as soon as possible.

The Code of Conduct as stated below applies to all members of the GMDO.

GMDO Membership Agreements

1. I agree to consume no illegal drugs or alcohol (except ceremonial sacrament) during any formal times we spend together, e.g. Druid training sessions, Druid Camp, teacher training, grove meetings, private and public ceremonies, etc.
2. I agree to develop a positive attitude in all my interactions. We all have the power to choose our reality, although it requires a lot of training and practice. At the beginning it can be difficult. Druids walk their talk, and use every opportunity to transform their lives. Losing the balance of our minds is an awesome opportunity to practice the GMDO teachings on awareness, learning how to more efficiently strengthen and regain our equilibrium again. Therefore we ask our members to make a strong determination to remain honest and compassionate in their interactions with themselves, fellow students, and other members of the GMDO.
3. I agree to practice confidentiality: not to reveal the names of my fellow students or any details of the training (see section on Confidentiality). Generalities are OK, on a need-to-know basis;
4. I agree not to indulge in gossip, or talk about my fellow members of the GMDO in a negative way: Possibly the worst energetic damage in a community occurs when two or more members are discussing another member in a negative way, behind their back. Please do not indulge in damaging triangulation (gossip): if you have anything meaningful to say to an absent member, say it directly to that person, using NVC. All members are requested to be mindful of this principle, and to remind others if this principle seems to be transgressed.
5. I agree to practice harmlessness (no purposeful violence whether physical or energetic); I agree to only use psychic energy in ways that contribute to the health and well-being of others. Be alert for undisciplined, unconscious, negative thoughts, for this is the worst pollution this planet has to face. Make the choice, and make the effort, to be positive and life-affirming.

6. I agree to respect and honor the privacy of all GMDO members [see section on Privacy];
7. I agree to consider the health and safety of the School, and of all other GMDO members, whenever I make any decision or take any action that may affect them;
8. I agree to accept the awareness that I create my own experience of reality and that I am responsible for it: Our life and circumstances are of our own making, even if it seems that there is no linear connection (it could be karmic, etc). Druids are not victims and we do not blame. Thus we empower ourselves to change our reality and to create the world aligned our deepest dreams.
9. I agree to accept the awareness that I am sharing an existence with others who are experiencing their journeys in their own ways: This rule focuses on tolerance and the practice of exercising compassion. You are unique; nobody acts and experiences life the way you do. Please be tolerant of others who may see things differently from you, who may do things different from what you consider 'normal', hold dear unfamiliar beliefs, and who have different practices and habits than you... especially in their private lives. As long as the intent is healthy and life affirming, it is all good.
10. I agree to actively create an atmosphere free of discrimination and harassment, sexual or otherwise. I agree to be particularly conscious of my own, and others' actions in this respect [see section on Harassment];
11. I agree to immediately inform my facilitators if my physician is currently prescribing, or prescribes during my Druid training, any psychotropic medications, seizure disorder medications, or prescription sedatives [see section on prescription drugs];
12. I agree not to misrepresent my personal history or any information on any school document;
13. I agree to abide by the GMDO Conflict Protocol if I am involved in any conflict within the GMDO [see the section on Conflict Resolution Protocol
14. I agree to inform the directors of any difficulty I encounter in maintaining these standards and policies;

All new students must read the GMDO Code of Conduct booklet, understand what they have read (the faculty will answer any questions), and sign the relevant paperwork indicating that they will abide by the Code of Conduct. They must then hand the signed paperwork in to the facilitators before their second weekend session, as a requirement of their initiation into the Order.

GMDS Membership Agreements- for current, active students

1. Having attended the first weekend session, and having been initiated as a Bard, I agree to stay with the training at least until the completion of the year;
2. I agree to arrive on time and attend all sessions except for emergencies. If an emergency arises, I will contact Fearn by phone as soon as possible: (802)505-8011. The Druid Training is incremental; in other words, it develops from weekend session to weekend session in a meaningful succession. It can

be damaging to a student's development if they miss a class. This is especially so in the Ovate Grade. We remind you of the commitment you made in your Bardic initiation to attend all classes except for emergencies.

An emergency is defined as a disruptive event that cannot be avoided without damaging consequences. Some examples of emergencies are: illness (personal or in the family), car accident, serious car problems, flooded home, etc. Some examples of situations that are NOT emergencies are: a birthday (either yours, or somebody else's), feeling too tired, car won't start etc.

Take these latter situations as challenges, and as opportunities to exercise your commitment to the training. So, if you are tired, drink some caffeine, and take a cold shower and perhaps an hour's nap before you travel to Dreamland. If your car has broken down, make alternative arrangements and, OK, you may arrive a bit late... Please contact us by phone to let us know if you will be late.

Often resistance arises around a commitment a person has made. It is natural and can be expected to arise from time to time. Recognize it for what it is: an internal part that is attempting to test your determination and impeccability. You are advised to feel your feelings of resistance, inertia, etc, acknowledge them, and then abide by your commitment. If there is a true emergency and you cannot make it to a weekend session, please phone one of the facilitators as soon as you know. It will inform us of the situation as soon as it arises, and will give us enough warning to make alternative arrangements as necessary.

3. I agree to trust the facilitators and follow instructions: During your training you will be asked to do things that are illogical and even dangerous, for instance face your fears, and walk on fire (in the second year). Students sometimes experience hurt, physically and emotionally, during the training and afterwards. You have signed a waiver stating that you take full responsibility for your well being, and, to do this, we urge you to stay grounded at all times. If you need support in any way, please ask one of the faculty.

Modern life is far too 'safe'. Kids of today are not allowed the confidence and life-building skills our ancestors used to enjoy, and miss an important character-building process. Our attitude is that you take full responsibility for yourself, then take a risk. Step out of the box, and find your freedom.

There will probably be times when your sense of self-preservation is in conflict with the instructions from your facilitators: for instance, walking on hot coals, or facing a big fear. All we can say is to trust yourself and the situation: you have a responsibility to yourself, and must use your discrimination. All of our activities are voluntary, and we will not force you to do something against your will. Trust yourself.

4. I agree to practice all techniques taught by the school in their entirety: If you enroll for the GMDO Druid Training, and for as long as you study with us, we require you to give everything we teach you a good try. Some of what we teach are core techniques. These practices, beliefs or attitudes are foundational practices upon which the rest of the training is built, and are essential to integrate into your daily practice. You may find that some techniques or practices are difficult and maybe you don't feel comfortable doing them: when this happens, we challenge you to put aside your negativity and make a strong determination to succeed in the practice. Difficulty around some practices may be an indication that you are avoiding something in your life that corresponds to the exercise, and that you need to learn or face it!

However, some practices we teach are not so essential to the integrity of our training. If this is the case, there is no reason for you to continue to do them if you do not feel inspired. If you wish to drop anything we have taught you, PLEASE ASK US which are essential practices, and which may be discontinued.

To give you some guidance, some essential practices are:

- Taking responsibility for yourself
 - 20 minutes daily spiritual practice;
 - Conscious Breathing Exercise and/or
 - The Energy-Body exercise
 - The Dragon Dance
 - Gazing
 - Using NVC as a conflict resolution protocol
5. I agree to conduct my life in and out of class with a high degree of personal integrity and to do my best to live impeccably. Druid training, and practicing the principles of Druidry (as defined by the GMDO) requires a serious commitment. Students and graduates of the GMDO are asked to conduct their personal lives in and out of class with a high degree of personal integrity: the rule students are encouraged to live by is called living impeccably. Impeccability is defined as doing the best one can with the resources available at the time.
 6. I agree to observe a 20-minute daily spiritual practice, and to complete any 'homework' projects given to me, for the duration of the course: This is very important. Druidry is a way of life, not an intellectual exercise or social experience that lasts during class and dissolves as soon as you return home. In order to integrate Druidry into your everyday life, we require you to perform a short yet essential daily practice. 'Little, but often' is the way to affect meaningful change in our lives.

Homework (we call it 'Gnomework') will also be set throughout your training, in order to give you some meaningful projects and reading in the month between

sessions. Gnomework is also important to prepare you for ceremonies and events that are planned for the next weekend session.

7. I agree to share responsibility for food prep and clean up during the weekends; Details to be provided by Fearn.
8. I agree to submit all my agreed upon monthly payments, even if I have to miss any weekend sessions: We have offered students a payment plan to help them pay the fees for the course in installments. If a student is on a payment plan, this does not mean that each installment is the payment for any individual weekend. The total amount is the fee for your tuition. All installments must be paid, on time, regardless of whether the student is present for a class or not. If a student drops out after initiation, the total amount for the year's tuition is still required.
9. I agree to contact Fearn if I have any financial difficulties that affect paying my tuition;
10. I agree that if I miss a weekend, I must contact Fearn and another student in order to find out the lessons missed, and complete them before the next session: every student has a responsibility to stay up-to-date with the training curriculum, making sure they do the lessons and Gnomework on time. If a student misses a weekend session, they need to get in touch with the facilitators to receive the relevant lessons by email, and find another student (buddy system) to share with them what they missed. Once they have the relevant information, they must complete the lessons as best they can before the next weekend session.
11. I agree to immediately contact and advise Fearn or other faculty of any severe physical, emotional or mental health challenges I am experiencing: we are here to support and serve you. If you are having any difficulties, either inside or outside the school, please let us know and we will do what we can to help. If you share your difficulties in time, there can be many ways to resolve them. If the situation is allowed to develop unchecked, sometimes it goes too far for remedial actions.
12. I agree to inform the school faculty of any difficulty I encounter in maintaining these standards and policies throughout my training.

PRIVACY OF GMDO MEMBERS

The privacy of GMDO members whether students or graduates will be observed at all times. Whatever members choose to do in their own lives is their affair and must not be meddled with, as long as it harms none, or does not contravene GMDO principles.

If any member becomes aware of any potential transgressions of this principle concerning another member of the GMDO, they can approach the person using the NVC clearing model. (See conflict resolution protocol)

If the member is not satisfied after this, they must not take action by themselves. They must inform the faculty and/or GMDO Resolution Council who will deal with it according to GMDO policy.

MASS EMAILS

Any member who wishes to send out a mass email to all GMDO students or members must send it to the director(s) first, and, if approved, it will be forwarded. In general, sending emails to other GMDO individuals and to one's clan is permitted.

Sending mass emails for the following reasons is prohibited:

1. Communicating charged and highly emotional content;
2. For business, and for selling products or services (other than GMDO-related);
3. Sending spam, unless permission is requested and received beforehand.

We welcome any Druid related announcements and events. Please keep the electronic and psychic space between the members of the GMDO clear for meaningful communication and mutual respect.

CONFIDENTIALITY

Confidentiality must be observed by GMDO members, both students and graduates, at all times.

There is a wide spectrum of confidential/not confidential behavior. At the least confidential end of the spectrum is gossip, saying anything about anyone at any time. At the most confidential end is never talking about others, but speaking only about yourself and your own experience. When in doubt, we encourage all members to practice the latter.

We recognize there are times when it is useful to discuss others. For example, it is useful and necessary for teachers to discuss the progress of their students with each other regularly, and this discussion may include any aspect of the training. If and when a GMDO council, or governing body forms, it will become necessary to discuss other members in the GMDO. Outside of formal school business, will hold to the above confidentiality standards.

It is not always necessary or constructive to talk about individual people. What is valuable in conversations is talking about your own personal experience. It is important that we always look at our own intention when we discuss others.

Ask yourself:

- Why am I saying this about this person?
- Does my talking about them contribute to their and my own well-being?

In training, the more the students and their actions are held to be confidential, the more safety they have to fully express their personal process and the parts of themselves they are often reluctant or nervous about revealing. We encourage students to practice

a high level of confidentiality from the start of this training onwards in order that they get immediate practice on holding firm, confidential boundaries.

In this respect, please observe the following standards:

- During training, do not talk about other students and their process. If you wish, share your personal experiences, but you must be very careful not to bring gossip into your sharing. This means not talking about other students, their process, what they said or did.
- If it serves no purpose in your learning or in another's process, then it should not be talked about. Give your fellow students the freedom to fully experience their own process without outside comment, judgment, or intervention.
- Nothing of a personal nature about another student's participation inside of class should ever be talked about outside of the classroom. The names of all participants in these classes are confidential as well as their words and actions.
- Do not use names, gender, physical descriptions, or any personal details that may be used to identify others without first getting their permission to share a particular story from them first. A yes to one story does not mean yes to any story or incident.
- Mailing lists are also confidential. Please do not use any mailing list of the students in your class or any of the class to create networks or for personal benefit, i.e. marketing. If you wish to make a mailing list on your own, write the purpose of the mailing list, including exactly what the names will be used for, on a blank piece of paper, and ask people to personally sign the list giving you their addresses and permission.
- Complete confidentiality will be honored by all teachers, Druids or otherwise, who teach at the school, excepting with members of the GMDA as described in the section on Confidentiality. Unless otherwise necessary by law.

ROMANTIC RELATIONSHIPS BETWEEN STUDENTS, GRADUATES AND GMDO MEMBERS

We strongly discourage new romantic relationships between students of same or different grade, or between students and faculty. The reason for this is the strong risk of resulting emotional disturbance that distracts from the weekend experience for all. In the case of a new romantic relationship forming between students of different grades or with faculty, there are additional problems caused by conflicts of interest and unhealthy power dynamics.

Any pre-existing sexual or romantic relationship between students, faculty and GMDO members must be pursued in your own spare time, separate from school sessions or official GMDO gatherings. Please be respectful of the school and space and keep focused on the intent of the training you are attending.

SHARING ABOUT THE GMSD TRAINING

The purpose of this policy statement is to provide guidelines to help the GMDO, students, teachers, and graduates speak about the Druid Training in a manner that will be most beneficial to the school.

The GMDO students and graduates are free to speak about the school and their experiences, all the time being aware of confidentiality. This is a great help to the GMDO. We want people to be exposed to our School and community, and the good works we do. Word of mouth referrals are very important to the continuing health of the school, and we appreciate any support the students and graduates can give us by talking about their experiences.

Be careful about misrepresenting the training to those outside of class. Many people do not understand how and what we study and can feel threatened, confused, or fearful about our work. Be sure that you are communicating with them in a way that contributes to their own sense of well-being, at the same time honoring the Druid Way.

THE USE OF SCHOOL MATERIALS: COPYRIGHTS

Any materials handed out during the classes are for students, graduates or teachers' personal use. Please do not give any materials to any other individuals. Materials handed out during classes (or for homework) include class handouts, and any audiotapes and videotapes of lectures, classes and journeys.

There may be exceptions to this rule so if you have any questions, please ask a director.

TEACHING WHAT YOU HAVE LEARNED IN THE DRUID TRAINING

If you wish to share the teachings of the Druid Training with others, we ask that you consider the following:

1. That the person or people with whom you are sharing the information are appropriate and will appreciate the information. Please do not share with people who won't understand, or who might possibly become upset or feel threatened.
2. You may share the recommended book list with others if you wish. If you have any questions about what is permissible, please get in contact with the directors of the GMDO.
3. You are requested not to teach Druid Training subjects for money until the completion of the 3-year training, after you have been assessed on your suitability to teach others.
4. If you teach subjects, exercises or information that the school has taught you, please credit the Green Mountain Druid School as the source of the material.
5. Please do not reproduce written or audio materials for others outside the school.
6. You are fully responsible for any and all consequences that may occur as a result of sharing information or lessons with any non-member of the GMDO.
7. If you are in a position of sharing GMDO practices with non-members of the GMDO, please inform your audience of your relationship with the School, and how long you have studied there.
8. If you wish to interview with radio, television, newspaper or magazine, please inform the director(s) before going ahead with the interview.

MINORS

Applicants for the Green Mountain Druid Training must be 18 years or older.

ACADEMIC PROGRESS

At the completion of each Grade, students will write a Review about their experiences, growth and insights through their studies. This will be sent to the faculty who will read it and assess whether the student has completed the grade sufficiently to graduate to the next. What we are looking for is whether the student has grasped the basic concepts, has maintained a daily spiritual practice, has done most of the exercises, ceremonies and readings for each grade (including Gnomework), and has begun to integrate these into his or her daily life. If we consider that more is needed to graduate, we will help guide that process for the student.

After graduation, successful 3rd year graduates will receive a certificate acknowledging the completion of their training. Graduating students will have the opportunity to take a pilgrimage to Albion and dedicate themselves in true Druidic style by marrying the Earth in an ancient sacred space.

GRIEVANCES

Grievances are defined as situations in which a student or GMDO member has concerns or a problem with the facilitators, teachers or GMDO policy. The GMDO believes that open communication and the expression of concerns and differing points of view are essential to maintaining the integrity of its programs. Grievances should be brought to the Peace Keepers who will facilitate the Conflict Resolution Protocol.

CONFLICT RESOLUTION PROTOCOL

A conflict is defined as a situation where there is a problem, disagreement or discord between one or more students or GMDO members, which is creating disharmonious dynamics and preventing individuals from feeling safe, connected or present.

We ask that the person feeling the "charge" of conflict (the petitioner) do their best to sort it out on their own or with the person or people concerned, as soon as possible using NonViolent Communication (NVC). If help is wanted or needed in resolving the conflict, student petitioners may bring the clearing to a sharing circle during a training weekend and ask for the facilitation support of the GMSD staff.

If the petitioner is not a current student, or needs additional support they may contact one or more Peace Keepers in the Order, who may mediate between the petitioner and the person or people with whom they have conflict, in a clearing process.

In the rare case where resolution is still lacking after the above steps, the petitioner can bring their concerns to the GMDO Peace Keepers. NVC will be used to resolve the conflict between the petitioner and the person or people with whom they have conflict, in a second clearing process.

Ideally a resolution that is acceptable to all parties will be found through this final clearing process. If there is still no resolution, the Peace Keepers will work together to find the best solution for all parties. They will report back within 30 days with a written

response that includes a description of any decisions or actions the school may implement, as well as any timeline to the implementation of the decisions or actions.

If a member is repeatedly involved in conflict with others in the Order (3 or more times within 5 years) they will be advised to consult a professional counselor.

If an unresolved conflict causes problems and/or disruption within the GMDO, the member(s) causing the disruption may be suspended until they demonstrate that the conflict has been resolved with the other party and/or within themselves in a healthy way.

NOTE: We ask that GMDO members do not attempt to resolve conflict or engage in emotionally charged subjects by email. Face-to-face communication is strongly recommended. Talking on the phone is second best.

DISCRIMINATION AND SEXUAL HARRASSMENT

For purposes of this policy, sexual harassment by a student, graduate or teacher includes: unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal or physical conduct for communication of an inappropriate sexual nature.

Examples of conduct that may constitute sexual harassment include, but are not limited to:

1. Demanding or requesting sexual attention with implied or overt threats or rewards;
2. Inappropriate or unwelcome energetic sexual attention;
3. Leering or ogling at a person's body;
4. Physical assault or battery, including rape;
5. Sexual advances;
6. Touching, patting, grabbing, kissing, or hugging or restraining someone's movements in a sexual way in public or without explicit verbal permission
7. Sexual jokes;
8. Sexually suggestive or foul language;
9. Unwelcome sexually motivated or inappropriate physical contact and unwelcome sexual behavior or words;
10. Display of lewd or sexual items.

Other prohibited harassment by a student, teacher or graduate includes: unwelcome verbal or physical conduct relating to an individual's race, color, religion or creed, national origin, marital status, gender, pregnancy, disability or sexual orientation.

If you believe that you have been subjected to sexual or other harassment, other inappropriate behavior or discriminatory conduct, the GMDO encourages, but does not require, that you indicate promptly and firmly to the offender that the behavior is unacceptable.

If you believe that you have been subjected to harassment and discrimination based on race, color, religion or creed, national origin, disability, marital status, sex, gender, pregnancy, or sexual orientation, the GMDO requires that you promptly report any incident to the faculty.

Any report will be treated as quickly and discreetly as possible and will be promptly investigated, and appropriate action will be taken. Upon such investigation, the director and Peace Keepers will respond to incidents of harassment or discrimination. Such response may include reprimanding the offender, reassignment, temporary suspension, permanent suspension, dismissal, discharge, or other such disciplinary action.

A false report will result in serious action and may result in disciplinary measures. There will, however, be no retaliation should you make a report in good faith. If you believe you're being retaliated against, please report it to the faculty. A retaliation complaint will be treated according to the same principles as set forth above.

PSYCHOTROPIC MEDICATIONS & PRESCRIPTION SEDATIVES

Individuals who participate in the Druid Training may encounter situations that initiate deep personal process. Frequently, an individual who is on psychotropic or prescription sedative medications or has been hospitalized for issues related to their mental health, cannot tolerate stressful emotional situations. It is important that the School is aware of anyone taking these medications in order to be aware of any special needs.

PSYCHIC HYGIENE AND SELF CARE

We strongly suggest that students, guests and faculty get a good night's sleep and do not take any alcohol or drugs at least 12 hours before the start of a Druid Training weekend. This is to ensure you are of clear mind and fully present during our official time together.

Due to the deep nature of our training, it is common for people to feel very open, vulnerable, and emotional during and after our weekends together. We advise members to be extra gentle with themselves during, and for at least 24 hours after leaving Dreamland. Drink plenty of water, eat grounding foods, protect yourself from excessive sun, avoid alcohol, take a bath, give yourself alone time in Nature, etc.

DISMISSAL OR SUSPENSION FROM THE SCHOOL/COMMUNITY

The GMDO reserves the absolute right to dismiss or suspend any student or member at its sole discretion when conflict cannot be resolved, and/or when such action is deemed to be in the best interests of the school or its students, or in any one of the following situations:

1. The student/member repeatedly fails to adhere to GMDO/School policy;
2. The student/member's physical, mental or emotional health is such that the GMDO leadership, in carrying out its responsibility to other members of the GMDO, determines that the student/member should be dismissed or suspended for a specified period of time;

3. Such action is deemed by the Community/School to be in the best interest of the Community and its members/students.

If a student/member is suspended, the facilitators will set forth in writing the conditions of his/her return, as well as the length of the suspension. The student/member must provide documentation that all conditions have been fulfilled prior to being allowed to return back to the community.

If the student/member is dismissed he/she may reapply for admission. Readmission will be considered if a student/member is able to demonstrate compliance with the community/school's recommendations set forth when dismissal or suspension occurred.

Tuition refunds will be based on the refund policy set forth in the enrollment agreement.

A REQUEST: This Code of Conduct is a document in progress. Any feedback you can give that results in improving, or clarifying it is greatly appreciated.

Blessed Be!