

## Agreements

**All Members of the Leaders Guild are required to sign these agreements, stating that they agree to follow these guidelines.**

### The Name “Dances of Universal Peace”

The Dances have been called by different names through their history; at this point they are formally identified as the Dances of Universal Peace. Other names used by Murshid SAM are Dervish Dances, Mantric Dances, Sufi Dances, Christian Dances, Angelic Dances, Mystery Dances, Spiritual Dances. He referred to the entire body of this work as the Dances of Universal Peace ... “I am teaching ‘Dances of Universal Peace’.” (Samuel L. Lewis, [1](#))

### Respect for the Dances

Mentors, mentored leaders, and musicians agree to respect the integrity of the Dances and Walks of Universal Peace and those following this line of transmission. Dance leaders are asked to first learn Dances the way they were originated and have been transmitted by their originators, and to honor the request of originators who have specifically asked that their Dances not be changed. These requests are made in order to feel clearly the transmission of the sacred phrases as they have been brought through, even though occasionally it may be necessary to modify a Dance to suit special circumstances and populations (e.g. working with children, the elderly or those challenged in some way).

Permission to represent more advanced Dances and cycles in public may be obtained directly from their originators, or from one’s mentor if they have permission from the originator.

Being a dance leader does not give permission to lead Zikr. Zikr is a Sufi lineage practice. Permission to lead this form of sound and movement meditation is given to one by one's Sufi guide; it is not taken on one’s own initiative. (Note, however, that Dance Leaders may include Zikr Dances as part of a Dance program or event.)

### Use of the On-line Dance Resource Library

Leaders Guild members agree to download Dance Resource Library materials only for their own use.

### Leaders Guild Fees

To be an active member in good standing of the Leaders Guild requires remaining current with one’s annual Leaders Guild fees. These fees are most often paid directly to Dances of Universal Peace International (DUP IN) through our website (<https://dancesofuniversalpeace.org/donpayguildfees.shtm>). In some cases Regions collect the dues and then remit them to DUP IN. Joining Your DUP Region: <https://dancesofuniversalpeace.org/donregional.shtm>

In cases of financial hardship, Leaders Guild fees are partially or fully remitted from a fund established for that purpose through donations. (<https://dancesofuniversalpeace.org/donguildfees.shtm#feesupport>)

## Logo Policy

The circle of hearts logo may be used by all members of the Leaders Guild, as well as for official business of the organization. Please review the [Logo Policy](https://dancesofuniversalpeace.org/duplogo.shtm) (<https://dancesofuniversalpeace.org/duplogo.shtm>) before using the logo.

## Ethics Policy

### Ethics Guidelines

1. We, the mentors, leaders and musicians who make up the Leaders Guild, recognize that we can be affected by the less healthy parts of our individual selves around issues of power, sex and money. Out of respect for the Dances and Walks of Universal Peace, for ourselves, and for those who dance with us, we regard ourselves as responsible to act in the most ethical manner possible at all times. We commit to vigilance and if any misconduct occurs in ourselves or in our circles we commit to following the processes outlined in these guidelines: to seek help and guidance, to continually deepen in our own process of self-awareness and healing, and to honor others as we ourselves wish to be honored.
2. We will do our best to be sensitive to the dynamics of interpersonal relationships, particularly when an imbalance of power may exist or be perceived to exist. We agree not to use our roles as leaders, mentors and musicians to manipulate, exploit, seek personal gain, or request favors that otherwise would not be offered. As Dance leaders we agree to hold with integrity the whole circle's safety, realizing that our personal connections with members of the circle are in service to the circle as a whole.
3. The Dances are a spiritual practice that can awaken many qualities within us, including romantic and sexual feelings. As leaders, musicians, and teachers we understand that even though such feelings may arise, we will not act on them. We agree not to pursue sexual or romantic relationships with participants in the circle during Dance events or retreats. We will not act in any way that could take advantage of any participant's vulnerability.
4. Mentors agree to refrain from sexual activity with their own mentees. Should such inclinations arise, the mentor agrees to consult with their own mentor as soon as possible. If such a relationship is to be pursued, the mentor agrees to ending the mentoring relationship and the mentee agrees to finding a new mentor.
5. We will be honest and straightforward in our dealings with money and do our best to be explicit about fees we charge or contributions that we expect as reasonable compensation for time, expenses and travel in relation to dance leading and mentoring.
6. We will do our best to practice respectful, clear, and direct communication. We acknowledge that bullying of any kind

- offensive, intimidating, malicious or insulting behavior that can make a person feel vulnerable, humiliated, undermined, or threatened – is a misuse of power and unacceptable in the Dances.
7. We will not use intoxicants or be affected by them during the leading of any Dance event.
  8. When ethical issues arise regarding our own behavior, we will do our best to bring them to resolution through self-inquiry, attentive listening, skillful speech, seeking and receiving guidance and support, and practicing effacement. We agree to consult with our mentor for guidance and objectivity. We are aware that unskillful behavior can cause harm to others in our dance communities and, in the spirit of maintaining a healthy and safe community, we may be called to take responsibility for our unskilled actions as part of an ethics complaint process. We agree to not engage in any behavior that is retaliatory toward an individual expressing a concern or making a complaint.
  9. When ethical issues arise regarding the behavior of another in the circle, we will consult with our mentor and their mentor (if there is one), and may contact the Ethics Council for consultation. In ethical situations which pose substantial harm, such as, but not limited to, exploiting vulnerable individuals for financial gain, sexual misconduct, or using organization funds for personal gain, we will contact the Ethics Council.
  10. When we, as Leaders Guild members, become aware that an individual is experiencing or has experienced unethical behavior during a dance event or retreat, we will let the individual know that anyone with an ethical concern or question can begin the process of getting help by contacting the Ethics Council.
  11. Mentors agree to review the Ethics Guidelines with each of their new dance and musician mentees, answer any of the mentees' questions, and confirm that the mentee has understood and agreed to the guidelines and has signed the agreement.
  12. We, the members of the Leaders Guild, agree to handle difficulties of an ethical nature in accordance with these Ethical Guidelines.

## **Ethics Council**

The Guidance Council (GC) and the Spiritual Guide select a group of international mentors of various ages to form an Ethics Council (EC). Ethics Council members will serve a term of at least three years. The Ethics Council offers mediation, listens to Dance community members, leaders, musicians and mentors who have ethical issues they would like to discuss, and receives reports of abusive incidents and violations of ethical guidelines. The Ethics Council and the Guidance Council will work together. The Guidance Council, in consultation with the Spiritual Guide, will annually confirm the Ethics Council appointments.

Chair of the Ethics Council: Abraham Sussman [abraham.sussman@gmail.com](mailto:abraham.sussman@gmail.com)

Chair of the Guidance Council: Darvesha Victoria MacDonald [victoriadarvesha@gmail.com](mailto:victoriadarvesha@gmail.com)

## **Getting Help**

Any dancer or member of the Leaders Guild with concerns about the ethical behavior of any member of their dance circle or any member of the Leaders Guild is encouraged to discuss this further with their mentor (if there is one) and invited to begin a preliminary discussion with the Ethics Council and the Guidance Council. Skillful listening, processing, consultation, and/or mediation will be available in the explorations. If, at some point it is decided that there has been an ethics violation, the concerned person may file a formal ethics complaint.

The Ethics Council and the Guidance Council will address each situation with the hope of arriving at a creative, healing solution that will be beneficial to all involved.

Neither the Guidance Council nor the Ethics Council is a legal or quasi-legal body. Both Councils work on the basis of trust, collaboration, consent and mutual respect. If the EC or the GC perceives that legal issues may be involved, the parties will be referred to the appropriate authorities.

All persons acting in any ethics process will maintain strict confidentiality.

Dance leaders may wish to make this Ethics Policy available at their Dance and Walks circles and/or create their own written material.

## **Guiding Circles and Events**

Part of being a dance leader is about leading and safeguarding the participants in their Dance events. A purpose of the Dances, according to Murshid SAM, is to increase joy. Any behaviors, comments or attitudes in a circle or event that diminish safety and joy to the circle and the individuals in the circle are antithetical.

Dance leaders are responsible for the circle. That doesn't mean walking a patrol; yet it does mean being attuned both to the individual participants and the circle as a whole. In order for us to expand our consciousness and free ourselves from the restrictions of personality and social conditioning, we want to be safe and free! If anyone's behavior encroaches on that feeling of freedom and safety, that needs to be addressed.

Each individual, leader, circle and situation is unique. The leader has to be willing to be attentive, to inquire if there are warning signals, and to take necessary action if required. Action can include outlining guidelines, commentary, and sometimes intervention.

The way dance leaders maintain this safety is up to them, and each dance leader (or dance team) will handle delicate or difficult situations in their own way, but here are some suggestions:

1. Dance leaders might want to let participants know that they are expected to be sensitive to each other's boundaries, while at the same time responsible for setting and maintaining their own boundaries.
2. Sometimes dance leaders may feel the need to let participants know exactly what behavior is expected and accepted in the categories of sexual misconduct, drug and alcohol use, provocation, verbal aggression, and power dynamics.
3. During DUP events, leaders might want make known to the participants a person or team (themselves or someone they designate) that is available to those who need physical, emotional, or spiritual support. Sometimes the amount of energy generated in a dance awakens energies that are not always easy to integrate. As well there may be times when someone feels challenged by something that has happened in the event. They should know that there is someone they can talk to. Dance leaders may want to make available a telephone number and email of someone local, as well as the contact information for the

Chairs of the Ethics Council and the Guidance Council. They also might want to make this document available.

Signature:

I \_\_\_\_\_(name)\_\_\_\_\_ have read these Ethical  
Agreements and I agree to follow them. \_\_\_\_\_(date)\_\_\_\_\_