

EAC Introduction Video with

Michael Serio, Jamee Culbertson, Marie Weiss, Peter Noes, Rachel Prabhakar and Rosa Luisa Rossi.

Mike: Hello my name is Michael Serio. Jamee Culbertson and I co-chair the Ethics Advisory Committee also known as the EAC.

Jamee: Hi, I'm Jamee Culbertson . it's a great pleasure to work with Mike as Co-Chair. We're here to provide support and guidance for all parties involved in ethical conflicts. We use the ATI Vision Mission as our guide as well as the ATI Code of Professional Conduct as well as our understanding of Alexander Technique principles. I think you'll find that we're a friendly bunch and we look forward to getting to know you as we go through our journey with ATI together.

Mike: We are here to serve the membership in our purpose within the EAC which is the following: We are charged with the confidential investigation of alleged violations of the ATI Code of Ethics. All ATI Teaching and General Members are bound by a Code of Ethics. You can find these documents on the ATI website.

Introductions

Mike

Now we will introduce you to the members of the Ethics Advisory Committee. I've been with ATI since 2010 and served on the EAC

for the past 4 years as Co-Chair. I've really enjoyed working with the members of this committee who are intelligent, respectful, friendly, funny and compassionate. It's been a very positive and heart warming experience. I've agreed to serve one more year as Co-Chair to help facilitate the work and ideas that we co-created which we will tell you about shortly. Take it away Jamee.

Jamee

Thank you Mike. I've been with ATI since the beginning stages, I was at the Charter meeting when ATI first became a legal organization. I've served as Chair on the Board for 2 terms. I also was Chair for the very first Ethics committee, served as Communications Committee Chair and as the Vision Mission Committee Chair ever time. I am also a Sponsor for ATI. It's particularly satisfying to be back on the Ethics committee to see how it's evolved over the years and to be working with these creative, intelligent, compassionate people. And now I will turn it over to Maria and she can introduce herself.

Maria

Hi, I am Maria and I am from South of Munich. I have been teaching and exploring the Alexander Technique for more than 20 years. In 2012 I joined ATI. I opened a teacher training program and I am a sponsor. I have served on the EAC the past 4 years as a member. Regretfully, I will leave this committee, because my second term ends. I will miss the great and wonderful work together. I have agreed to serve as a director of the board. Ich

freue mich besonders darauf, die Anliegen meiner deutschsprachigen Kollegen und Kolleginnen zu unterstützen.
Now, I like to introduce you to Rosa Luisa.

Rosa Luisa

Hi everybody, I am Rosa Luisa Rossi from Switzerland and I am your co-chair together with Marya Spring Cordes since October 2019. I am an ATI member since 1995.

As I am the liaison person from the ATI Board to the Ethic Advisory Committee I am not directly involved in the work behind the scene.

I participate in the EAC meetings and report from the Board to the Committee and back to the Board. Peter, please continue.

Peter

I'm Peter Nobes. I teach the Alexander work , and train teachers, in central London UK. I've been a teaching member of ATI since about 1998, and I've been a sponsor since 2005. My book on the Alexander Technique was published in 2018, and I'm currently writing another.

I brought expertise to this committee: when I was a member of STAT someone made a complaint against me, and a few years later I made a complaint about someone. So I have seen the process from both sides. I'm going to hand you over to Rachel.

Rachel

I'm Rachel Prabhakar. I live in Boston, in the U.S. I've been a member of ATI since 2014, and I've been serving on the EAC since December. It is a pleasure to work with the wonderful people on this committee and to support the mission of ATI.

What we have been working on...

Mike

So now that we've introduced ourselves we'd like to tell you what we've been working on. Our current formal complaints process is written before the digital era. We are exploring ways to use technology to streamline the communication process and document storage requirements without comprising security, confidentiality or reliability.

Maria

The Ethics Advisory Committee has been working to address the issues raised at the plenary session at the last AGM in Ireland. These include constructing a recommendation to the board for an Ombudsman and debating whether or not to allow filing anonymous complaints.

Rachel

At last year's AGM, there were some suggestions that we should adopt procedures allowing people to file an ethics complaint anonymously. We certainly understand and respect the concerns

that led to these suggestions. One of the EAC's tasks this year was to research this topic and come up with a recommendation. We have looked at best practices and policies of other organizations, and discussed what would best meet the needs of ATI. In the end, we decided not to recommend an anonymous complaints policy, because we feel that we would not be able to investigate a truly anonymous complaint (we should mention that the committee works with the strictest confidentiality). If an ethics complaint allegation is made, the EAC is charged with investigating the complaint in a way that is fair, supportive, and that protects the public, trainees, and teachers. If we don't know who is making the complaint, there is no way to conduct a fair investigation.

While we are not recommending adopting an anonymous complaints policy, we would like to bring a recommendation to our membership about ways that we could modify the current complaints policy to make it more supportive, in the hopes that would address some of the underlying concerns that led to the suggestions about anonymous complaints. Peter will give us more information on that.

Peter

We're planning a comfortable, supportive pre-process that people can go through. They can approach us and we can help support them and guide them through the process of deciding whether to escalate it into a formal complaint. We're intending to bring a

proposal to you at the conference next year so that it can be voted on.

Jamee

Thanks Peter. On the topic of the Ombudsman. Basically what it means is to be able to have a complaints and resolution process for the administration for the organization. Right now we address individuals. We are currently working on the skillset required for that position. Our task is to make a recommendation to the Board and we feel we can trust the Board to make a good decision rather than having to go to the membership for a vote.

Ending the video

Jamee Thanks you all committee members. It's been a great opportunity to introduce ourselves to the membership and put a friendly face to the ethics process which can feel rather intimidating at times as we do our investigations. We hope that you feel comfortable to reach out to us at any time and I certainly hope you enjoy the rest of the conference.