WABA Ethics Committee of the English Speaking countries and Israel
Annual report August 2019 – April 2020

The below is a summary of our work in between August the 1st 2019 to April the 30th, 2020

We had 11 official meetings, all documented, numbered and filed into our Shared Ethical google account.
Below is a concise summary of our meetings:

1. Meeting number 30#: Held for 2 hours, in August the 12th
   - 1.1. Preparing a summary description of our vision for the future of WABA, concerning ethical issues and reporting about past activities to be presented in the US instructors' conference with
   - 1.2. Sent a letter with our condolences to a Watsu student's family. Student passed away last summer, who we had been in contact with concerning her formal complaint.
   - 1.3. Requested an Ethics Consultant for a specific complaint against one of our senior instructors.
   - 1.4. Completion of a case concerning an Australian instructor and sending some specific guidelines for Pavana.

2. Meeting number 31#: Held for 1.5 hours, in September the 9th
   - 2.1. Agreement signed with an approved Ethics Consultant.
   - 2.2. Sending the approved Ethics Consultant (mentioned in 1.3) all the relevant documents, emails and summary of evidences gathered.
   - 2.3. A summary letter regarding our actions and progress is prepared for the BD.
   - 2.4. Teachers' resource document is completed, sent and saved to our Google Drive.

3. Meeting number 32#: Held for 1hour and 50 min, in October the 7th
   - 3.1. Zoom annual fee was discussed.
   - 3.2. Contract with the approved external ethical expert (1.3): signing, payment and setting up the intended interview between the complainee instructor.

3.3. Overviewing the questionnaire for witnesses.
3.4. One of the complainers requested that WABA will intervene or negotiate a financial dispute that she has with one of our senior instructors.
3.5. Liaising between the approved Ethics Consultant and the senior instructor (the 'complainee') regarding accumulating complaints.
3.6. Discussing a proposal that was presented in the US conference to include an explanation about WABA's hierarchy into the Teacher's resources and for the benefit of new members/students.
3.7. We agreed that an ethical agreement with specifications for each level of members duty of care and ethical obligations will be developed instead of having a generic agreement.
3.8. Advising the BD concerning the following:
Adding a new paragraph to the WABA policies that clarify that an automatic suspension/expulsion is applied if there's accumulation of 3 complaints, filed under the same instructor, regardless if an anonymous or not.
Requesting that a new Email address for complaints is created and placed on the registry so that new complaints are automatically directed to the BD and not to us.

4. Meeting number 33#: Held for 2 hours, in November the 4th
4.1. We discussed what should be included in the letter we send to the BD with our conclusions and recommendations regarding a specific complaint case.
4.2. Revised our last meeting requests from the BD.
4.3. We expressed that there's a need for a 4th member to share our work load.

5. Meeting number 34#: Held for 2 hours, in November the 25th
5.1. Further discussion regarding our letter of conclusions and recommendations to the BD concerning a complaint case (4/1).
5.2. Sending a request to the selected Ethics Consultant to verify that our intended letter to the BD reflects her conclusions and recommendations as well.

6. Meeting number 35#: Held for 1.5 hours, in December the 12th
6.1. Finalizing our letter of conclusions and recommendations to the BD concerning a complaint case (4/1).

a. The EC recommend that WABA policies are edited so that there's a clear regulation about how WABA deals with ethical breeches.
b. The list below has been discussed as recommended guidelines:
c. A teacher that has 3 complaints (including anonymous) over a 2-year period.
d. There be an immediate 6 months' probation without public notice, followed by the possibility of another 6 months with public notice.
e. A teacher that did not comply or satisfy the above #1, or has one more complaint after the above is immediately suspended from teaching. (length of suspension and details need to be discussed).

7. Meeting number 36#: Held for 1 hour and 15 min, in January the 2nd
   7.1. Discussion about the Ethics Agreement between Participant and WABA/ WABA members' Code of conduct to be sent to a Lawyer.
   7.2. Discussing the idea that WABA will develop a "Code of Ethics" booklet, done by task teams over the next few years. This booklet aims to be placed on the international website and available to members and the public. It is going to detail the levels of memberships with their privileges, responsibilities, code of conducts and duty of care.
   7.3. Sending the BD 2 questions:
      a. A request to revise our question regarding WABA's position of finding/developing formulas for people that have been falling off meeting their obligations to maintain their status on the registry.
      b. How the BD is planning to ensure a future in which all members CEU and financial obligations are continuously monitored.

8. Meeting number 37#: Held for 1.5 hours, in February the 6th
   8.1. Further discussion regarding the Ethics Agreement between Participant and WABA/WABA members' Code of conduct.
   8.2. Revised the assessment document that was especially prepared for a Watsu instructor students that has to be monitored for the duration of 6 months.
   8.3. Discussing the BD request that our committee will help other organizations concerning ethical processes.

9. Meeting number 38#: Held for 1.5 hours, in March the 2nd
   9.1. Discussing the content of the letter we are sending to the BD concerning complainee's appeal.

9.2. Reaching out to the other 2 Ethical committees to send their inputs regarding the document "Ethical Agreement"
9.3. Sending the external ethical expert, a letter, requesting her response to complainee's allegations that the process was inappropriate, biased and questioning the validity of her qualifications.

10. Meeting number 39#: Held for 2 hours, in March the 19th
    10.1. Replying to the lawyer's questions regarding the senior instructor complainee's case.
    10.2. We came to an agreement that a similar situation in the future, in which an interview by an external ethical consultant is needed, the consultant should receive an inclusive pack of the information prior to the interview.
    10.3. Another conclusion for future investigations: to examine the accused website thoroughly and make sure there's no contradictions or discrepancies between her/his statements to what is declared in their website.

11. Meeting number 40#: Held for 1 hour and 15 min, in April the 17th
    11.1. We came to an agreement that a code of Ethics Agreement should be developed for these levels in the WABA organization: Student (in log book), Provider-Instructor, TI's, Committee/BD members.
    A letter summarizing our ideas will be written and sent to the BD.
    11.2. Regarding the request to support the European Ethics Committee by with their new complaint we decided to write and send them a letter with the guidelines that we followed and used.
    11.3. The latest version of the Feedback form created to monitor complainee's student's experiences is sent to the BD.

Annual report is completed on May 2nd, 2020,
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