

Code of Conduct

Purpose Statement

We are committed to holding high ethical standards for our yoga teachers, staff and contract workers. We believe that it is the responsibility of a teacher to ensure a safe environment in which our students can grow physically, mentally, and spiritually. Students are looking for guidance from teachers with authenticity, experience, and wisdom. Our Code of Conduct was developed to protect our students in this potentially vulnerable relationship with their teachers and to uphold the highest professional standards. Our Code of Conduct embodies the “yamas” and “niyamas” of the Yoga Sutras of Patanjali which are rules of ethical conduct that apply to all practitioners of yoga.

Financial Practices

Teachers will manage their business affairs according to recognized standard business and accounting practices.

Teachers will seek to:

- i. comply with all legal and business requirements that apply to their business;
- ii. ensure all advertisements and social media posts relating to yoga are accurate, fair, and not misleading; don't contain negative materials on other teachers, alternate practices or institute; and; give due credit to the sources and space including that of the institute
- iii. treat employees, assistants, students, colleagues, and other wellness businesses fairly and respectfully, transparently and honestly in the course of all business dealings; and
- iv. follow sound environmental and sustainable practices in their professional and personal lives.

We discourage teachers, staff and contractors from any kind of financial or barter involvement with the students. This includes loans, gifts and business relationships. If they have any questions about conducting their business affairs or potential involvement with students, they should contact the school management for guidance.

Professional Growth/Continuing Education

Teachers shall maintain and improve their professional knowledge and competence, strive for professional excellence through regular assessment of their personal and professional strengths and weaknesses, and through continued education and training. Teachers shall stay current with new developments in yoga through practice and study. In case the teachers require that, the school management would try and provide appropriate guidance and constructive feedback for teachers to assist them in improving professional knowledge and competence.

Teacher-Student Relationships

Teachers are committed to acknowledging the One Consciousness in all their students, fellow teachers and other members of the institute. Teachers must be polite, considerate, and honest in their interactions. Teachers shall hold themselves out as stewards of safe and sacred spaces by maintaining clear personal and professional boundaries.

Teachers must maintain their relationships with students on a professional basis. Teachers recognize the trust placed in them by their students and the unique power of the student-teacher relationship. Teachers shall avoid dual relationships with students (e.g. business, close personal or sexual relationships) that may impair their judgment, compromise the integrity of the teachings, and/or use the relationship for their personal gain.

Teachers should listen attentively to students, respect their point of view, beliefs and culture, and should not allow their beliefs and values to adversely influence their relationship with their students. Teachers should avoid imposing their beliefs on others, although they may express them when appropriate in the class. Teachers recognize that their purpose is to serve their student's personal exploration and growth.

Teachers recognize that their teachings may lead to physical contact with students. Touch will be used only with the students' consent and with their well-being in mind. Touch shall be free of any personal or sexual motive. Teachers shall not engage in behaviour, comments, or humour that is offensive to their students because of its sexual content or reference to gender or sexual orientation.

Integrity

Teachers shall strive to adhere to the traditional yoga principles as delineated in the "yamas" and "niyamas".

Teachers are committed to maintaining impeccable standards of professional integrity and to promoting the physical, emotional, and spiritual well-being of their students. Teachers recognize the inherent imbalance in the teacher-student relationship and that relationships with students have the potential of exploiting the trust of students, creating dependent relationships, and compromising the integrity of the teacher.

Teachers shall avoid getting into business, close personal or sexual relationships with students that may result in the impairment of their professional judgment or that may compromise the integrity of their teaching. Teachers shall ensure that their behaviour does not give even the appearance of professional impropriety.

Scope of Practice

The institute and the teachers shall not abandon or neglect their students. If the institute or a teacher is unable (or unwilling for appropriate reasons) to provide professional help or continue a professional relationship, they should reach out to the school management which in turn would make every reasonable effort to arrange for instruction for that student with another teacher/studio. Teachers should avoid giving any personal advice concerning a student's personal life.

The institute and the teachers shall not give medical advice. They shall not prescribe a treatment or suggest rejecting a physician's advice. Teachers shall refer their students to medical doctors

or complimentary licensed professionals when appropriate or request the school management to do so. The institute will not engage in any unauthorized practice of medicine.

Confidentiality

The institute, management, staff and the teachers shall keep all personal information disclosed by their teachers, students, clients or staff strictly confidential. Whosoever receives any private information from may not disclose such information unless it obtains the written consent of the person whose information it is. However, they may disclose private information without obtaining consent in the following situations:

- i. to comply with the law or the order of a court;
- ii. to prevent bodily harm or danger to the student or client or to others; or
- iii. where the information has already been disclosed to the public.

Teachers will obtain prior written consent of the school management before audio or video recording in class. The school management will obtain prior written consent of the students before audio or video recording in class. Any intellectual property created at the institute would be a property of the institute.

Inter-Professional Relationships

The teachers and the institute are part of the health care and well-being community and should strive to develop and maintain relationships within the community for the benefit of their students and their professional development. They shall conduct themselves in an honourable manner in their relations with their fellow yoga institutes, teachers and other wellness practitioners. They shall work to build the unity of their community by embracing diversity, collaboration and commitment the benefit of all.

They shall practice tolerance and acceptance toward other yoga teachers, schools and traditions. They shall not openly criticize practices followed by other yoga schools or teachers. However, they recognize that differences of opinion are to be expected, and they may be discussed in a sensitive and compassionate manner. When criticism must be made, it should be done with fairness, discretion and with a focus on the facts.

Advertising and Public Communications

Our institute will not make false, deceptive, or fraudulent statements or advertisements concerning: (i) the training, experience, or competence of our teachers; (ii) the academic degrees or credentials of our teachers; (iii) their institutional or association affiliations; (iv) their services, including classes, workshops, and teacher trainings; (v) the scientific or clinical basis for or results or degree of success of, their services; (vi) their fees; (vii) unusual or unique abilities of our teachers, including statements involving sensationalism or exaggeration; or (viii) an intent to exploit a student's fears, anxieties or emotions, or to create unjustified claims of results.

Our teachers shall not make false, deceptive, or fraudulent statements or advertisements concerning: (i) their training, experience, or competence; (ii) their academic degrees or credentials; (iii) their institutional affiliations; (iv) their classes, workshops, and teacher trainings; (v) the scientific or clinical basis for the success of their services; (vi) their fees; or (vii) statements involving sensationalism, exaggeration or superficiality; or (viii) an intent to exploit a student's fears or emotions or to create unjustified expectations for cures or results.

Yoga Equity

The institute and the teachers shall commit to a shared responsibility for awareness of and commitment to change the inequities that exist within yoga that result in many people feeling excluded and underrepresented. These may be people who feel excluded due to their body composition and/or physical ability. Teachers are encouraged to take proactive steps to promote inclusion in yoga to: (1) promote equity; (2) reduce harm to students; (3) honour and leverage cultural differences; and (4) expand diversity and accessibility in all areas of yoga while honouring the integrity of yoga's cultural and historical roots.

The institute and the teachers shall not discriminate against or refuse to provide teaching or professional help to any student, client or employee based on any protected class such as age, gender (including pregnancy), race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status or genetic information. However, there can be cases where the institute and the teachers may not possess requisite expertise to deal with certain conditions (ailments, pregnancy, etc.) and in those cases the institute would make its best attempt to refer such students to suitable qualified professionals.



Priyank Singhvi



Mansi Bajaj