

In alignment with **Yoga Alliance**, the School of Light has adopted the same policies, values, and expectations. Please read and sign the following Code of Conduct and Policies:

**Code of Conduct:**

We are committed to holding high ethical standards for our yoga teachers. 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.

**Financial Practices:**

Teachers will discuss all fees and financial arrangements in a straightforward professional manner. Teachers will manage their business affairs according to recognized standard business and accounting practices. Teachers are encouraged to render services to individuals or groups in need without regard to financial remuneration. Teachers will neither receive nor pay a commission for referral of a student.

**Professional Development/Continuing Education:**

Teachers shall maintain the integrity, competency, and high standards of the yoga profession by continuously striving to improve their skills through keeping current in new developments in yoga practice and by participating in continuing educational programs.

**Student/Teacher Relationship:**

Teachers shall demonstrate high regard for the moral, social, and religious standards of their students. Teachers shall avoid imposing their personal beliefs on their students, although they may express them when appropriate in the class and in a sensitive and careful manner. Teachers recognize the trust placed in them by students and the unique power of the student-teacher relationship. Teachers shall avoid exploiting the trust and dependency of students. 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 shall not engage in harassment, abusive words or actions, or exploit students. Teachers recognize that the teacher-student relationship involves a power imbalance and shall exercise caution if the teacher chooses to get into a personal relationship with a student.

### **Integrity:**

Teachers shall uphold the highest of moral standards. Teachers shall strive to ensure that their intentions, actions, and speech are based on honesty, compassion, selflessness, trustworthiness, and transparency.

Teachers recognize that the process of learning is never complete, and they shall avoid portraying themselves as “enlightened” or “spiritually advanced.” Teachers recognize that they are walking on the spiritual path along with their fellow teachers and students. Teachers shall cultivate an attitude of humanity in their teaching and dedicate their work to something greater than themselves.

### **Scope of Practice:**

Teachers shall not abandon or neglect their students. If teachers are unable (or unwilling for appropriate reasons) to provide professional help or continue a professional relationship, they should make every reasonable effort to arrange for instruction for that student with another teacher. Teachers should avoid giving any personal advice concerning a student’s personal life. Teachers shall not give medical advice. Teachers 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.

### **Confidentiality:**

Teachers shall keep all personal information disclosed by their students or clients strictly confidential. A teacher who receives personal information from a student or client may not disclose such information unless it obtains the written consent of the student or client. All discussions among teachers concerning students or clients shall be conducted in secure, non-public environments.

### **Inter-Professional Relationships:**

Teachers are part of a network of health care and well-being professionals and shall seek to develop interdisciplinary relationships. Teachers shall conduct themselves in an honorable manner in their relations with their colleagues and other wellness practitioners. Teachers shall not openly criticize practices followed by other yoga schools or teachers.

### **Advertising and Public Communication:**

A teacher shall accurately represent his or her professional qualifications and certifications along with his or her affiliations with any organization(s). Announcements and brochures promoting classes or workshops shall describe them with accuracy and grace. These principles are designed to uphold the quality of our teachings and shall be in compliance with legal guidelines for appropriate representation of our services.

### **Yoga Equity:**

Teachers shall welcome all students regardless of age, sex (including pregnancy, gender identity and perceived gender expression), sexual orientation, color, race, national origin, marital status, parental status, veteran's status, religion, or physical or mental disability, provided that the teacher has appropriate expertise.

---

### **Grievance Policy:**

#### Reporting of Policy Violations

We encourage anyone who has been the subject of sexual misconduct or any other action that violates our policies and Code of Conduct to report the incident to our Ethics Committee, Human Resources department, or school management (henceforth referred to as the "reviewing body"). The report should contain the following information:

- Your full name;
- Your email and phone number;
- The name of the person who the grievance is against;
- A description of the alleged policy violation;
- The date and location of the policy violation;
- Names and contact information of any witnesses with first-hand knowledge of the situation; and,
- Any other credible evidence that is available to support the grievance.

In the interest of fairness and privacy, all reports must be made by the person who has personally experienced the misconduct. We will not investigate a matter based upon a third-party report of misconduct.

All reports must be made in good faith based on information the person reporting the incident reasonably believes to be accurate.

We may request additional information from the person reporting the incident throughout the course of review of the report. We will take appropriate action to ensure compliance with our policies. The reviewing body will impose any sanctions that it feels are fair, just, and reasonable under all circumstances.

**We will not allow anyone to retaliate against any person for making a report in good faith or providing information in connection with an investigation into an alleged violation.**

Any information provided during a grievance report review will be treated on a confidential basis. Similarly, any actions that are taken in response to the report will also be confidential.

---

#### **Anti-Retaliation Policy:**

We prohibit retaliation against anyone for reporting a violation of our Code of Conduct or other policies, or for participating in an investigation relating to a violation of our Code of Conduct or other policies.

---

#### **Anti - Harassment Policy:**

We prohibit sexual misconduct in our studio. Sexual misconduct is any unwelcome sexual advance including requests for sexual favors, sexual touching, and verbal, visual, or physical conduct that creates a sexually hostile environment in a yoga class or studio. Sexual misconduct exists if a teacher engages in conduct that has the result of requiring a student to submit to such conduct to obtain any benefit or privilege relating to the study or teaching of yoga. While it is not possible to list all the circumstances that may constitute sexual misconduct, the following are examples of misconduct:

## Verbal Harassment

- Unwanted sexual teasing, stories, jokes, remarks, or questions
- Sexual comments, stories or innuendo
- Turning work discussions to sexual topics
- Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
- Sexual comments about a person's clothing, anatomy, or looks
- Telling lies or spreading rumors about a person's personal sex life.
- Referring to an individual as a doll, babe, sweetheart, honey, or similar term
- Repeatedly asking a person out on dates who is not interested
- Unwanted letters, telephone calls, or sending materials of a sexual nature
- Stalking on social media
- Unwanted pressure for sexual favors

## Non-Verbal Harassment

- Blocking a person's path or following
- Giving unwelcome personal gifts
- Displaying sexually suggestive materials
- Making sexual gestures with hands or through body movements
- Unwanted sexual looks or gestures

## Physical Harassment

- Hugging, kissing, patting, or stroking
- Touching or rubbing oneself sexually around another person
- Unwanted deliberate touching, leaning over, cornering, or pinching
- Giving an unwanted massage
- Sexually oriented asana adjustments or touch
- Promising enlightenment or special teachings or status in exchange for sexual favors
- Actual or attempted rape or sexual assault

---

## **Attendance Policy:**

Graduation from our program requires the student's attendance at all training sessions. Any absence must be approved in advance by our program director. A maximum of 16 hours may be missed if arranged in advance and approved by the program director. We will provide video make-up sessions totaling 16 hours, included in the price of tuition. We do not accept unapproved absences and they may result in dismissal from the program. In this case, graduation will be at the sole discretion of the program director.

We will be recording each session and will allow each participant to take 2 “remote” days (16 hours total). If a participant decides to take a “remote” day, they will be responsible for the material that they missed and will be responsible for watching the full content of the day(s) they missed.

---

**Tuition & Refund Policy:**

Upon receiving an acceptance email, the applicant will be charged a deposit of \$1,111.00 on their credit card (half of full tuition). Final invoices will be emailed 4 weeks before the start date of training. The deadline to pay in full is 2 weeks prior to the start date of training.

If an applicant withdraws from the program after acceptance, but before the program starts, the applicant's deposit will be retained by the program. However, such an amount can be applied towards a future training program. The program will not give any refunds or credits after the training starts. The program reserves the right to cancel any training before it begins. In that case any payments applicants have made will be refunded in full.

---

(Print Name)

---

(Signature)

---

(Date)