

Essex Yoga & Reformer Pilates Academy

121 Urban Hot Yoga

Code of Conduct

Purpose Statement

Our Code of Conduct is intended to provide specific standards to cover most situations encountered by our yoga/Reformer Pilates teachers. Its primary goal is the welfare and protection of our students, teachers, studio community, and the public. It articulates the ethical standards that our teachers must follow. The Code of Conduct is intended to elevate the professionalism and integrity of our teachers by adopting uniform standards for behaviour yet recognising the diversity of the many traditions of the teaching and practice of yoga & Reformer Pilates.

Financial Practices

Teachers will seek to:

- i. comply with all legal and business requirements that apply to their business;
- ii. ensure all advertisements relating to the benefits of yoga & Reformer Pilates are accurate, fair, and not misleading;
- iii. treat employees, assistants, students, colleagues, and other wellness businesses fairly, transparently and honestly in the course of all business dealings; and
- iv. follow sound environmental and sustainable practices in their professional and personal lives.

Professional Growth/Continuing Education

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

Teacher-Student Relationships

Teachers shall treat their students with respect and with regards to their individuality, dignity, and privacy.

Teachers shall commit to promoting the physical, emotional, and spiritual well-being of their students. Teachers shall cause no harm to their students, shall commit to practicing ahimsa, and strive to alleviate the suffering of all beings.

Teachers shall create and maintain a safe, clean, comfortable, and positive environment for the practice.

The relationship between a teacher and a student is based on trust. To establish and maintain that trust, the teacher must be polite, considerate, and honest with their students. Teachers should practice good communication with their students. Teachers should respect their student's point of views, 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.

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 recognise 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.

Our studio will not engage in the unauthorised practice of medicine. We will not recommend treatment, diagnose a condition, or suggest that a student should disregard a physician's advice. We will refer our students to medical doctors or complimentary licensed professionals when appropriate.

Confidential Information

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.

Our studio will maintain the confidentiality of all private information disclosed by our teachers, students and clients. We will maintain commercially reasonable policies and procedures to protect the confidentiality of all private information disclosed by our teachers, students, and clients.

Inter-Professional Relationships

Teachers are part of the well-being community and should strive to develop and maintain relationships within the community for the benefit of their students and their own professional development. Teachers shall practice tolerance toward other teachers, schools, and traditions. Teachers shall not undermine a student's trust in teachings they have received from other traditions, schools or teachers by criticising such teachings without reasonable cause. If a teacher hears such criticism being made by students or colleagues, he or she must act with the utmost discretion and professionalism in voicing their view on the matter.

Advertising and Public Communications

Teachers shall provide students and colleagues with good quality and factual information about their professional qualifications, the services they provide and their teaching arrangements. Teachers shall put students first, preserve their trust and maintain professionalism. Teachers shall not misrepresent their professional qualifications and affiliations or falsely imply sponsorship or certification by any organization or group.

Our studio 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.

Yoga & Reformer Pilates Equity

Teachers are encouraged to make yoga & Reformer Pilates accessible and available to everyone. Teachers are encouraged to create integrated accessible yoga & Reformer Pilates classes where all students can practice together. Teachers are encouraged to have an awareness and a commitment to making yoga & Reformer Pilates more equitable, inclusive, accessible, and diverse. This includes the ways that yoga practice can be modified to suit students with disabilities, physical challenges, chronic illness, seniors, and anyone who may not feel comfortable in a regular class. It also includes making classes welcoming to everyone, and approaching students in a trauma-informed way.

Teachers are encouraged to obtain appropriate training to offer accessible classes.

Our studio will 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. We will not discriminate in the workplace.