

Essex Yoga & Reformer Pilates Academy

121 Urban Hot Yoga

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
- 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.

