



Konty Yoga - A Family Yoga Center

Konty Yoga Ashram, Near Sadolxem Bridge Delem Village, Canacona. Goa, 403702

Code of Conduct

Overview

We at **Konty Yoga – a Family Yoga Center** - Code of Conduct is a comprehensive policy to develop and maintain a Standard of Operation, Procedure, and Behavior that is acceptable to our school.

+ Purpose Statement

At **Konty Yoga – a Family Yoga Center** - Our Code of Conduct is intended to provide specific standards to cover most situations encountered by our yoga teachers. Its primary goal is the welfare and protection of our students, teachers, yoga 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 yoga teachers by adopting uniform standards for behavior yet recognizing the diversity of the many traditions of the teaching and practice of yoga.

+ Financial Practices

At **Konty Yoga – a Family Yoga Center** – Our Managers or Lead Teachers will discuss all fees and financial arrangements in a straightforward professional manner. Manager / Lead Teachers will manage their business affairs according to recognized standard business and accounting practices. Manager / Lead Teachers are encouraged to render services to individual or groups in need without regard to financial remuneration. Manager / Lead Teachers will neither receive nor pay a commission for referral of a student.

+ Professional Growth/Continuing Education

At **Konty Yoga – a Family Yoga Center** – Our Managers, Employees, Teachers, Independent Contractors, or Others Teachers 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.

Teacher/Student Relationships

At **Konty Yoga – a Family Yoga Center** – Our Managers, Employees, Lead Teachers, Independent Contractors, or Others recognize the trust placed in them by their students and the power imbalance of the student-teacher relationship.

Our Managers, Employees, Teachers, Independent Contractors, or Others should avoid exploiting the trust and dependency of students.

Our Managers, Employees, Teachers, Independent Contractors, or Others should hold themselves out as stewards of safe and sacred spaces by maintaining clear personal and professional boundaries.

Our Managers, Employees, Teachers, Independent Contractors, or Others will continually be aware of their position of power and influence in their relationship with their students.

Our Managers, Employees, Teachers, Independent Contractors, or Others will be mindful not to project their own agendas, perceptions, and outcomes on their students.

Our Managers, Employees, Teachers, Independent Contractors, or Others will not seek to fulfill their personal needs at their students' expense.

Our Managers, Employees, Teachers, Independent Contractors, or Others will maintain professional boundaries in relationships with students and avoid any relationships that may exploit trust between the student and teacher.

Our Managers, Employees, Teachers, Independent Contractors, or Others recognize that their purpose is to serve their student's personal exploration and growth.

Our Managers, Employees, Teachers, Independent Contractors, or Others will avoid any activity or influence that is in conflict with the best interests of their students or that may be solely for their own personal gain or gratification.

Integrity

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others uphold the highest of moral standards.

Our Managers, Employees, Teachers, Independent Contractors, or Others strive to ensure that their intentions, actions, and speech are based on honesty, compassion, selflessness, trustworthiness, and transparency.

Our Managers, Employees, Teachers, Independent Contractors, or Others recognize that the process of learning is never complete, and they shall avoid portraying themselves as “enlightened” or “spiritually advanced.”

Our Managers, Employees, Teachers, Independent Contractors, or Others recognize that they are walking on the spiritual path along with their fellow teachers and students.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall cultivate an attitude of humanity in their teaching and dedicate their work to something greater than themselves.

Scope of Practice

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others shall not abandon or neglect their students.

If Our Managers, Employees, Teachers, Independent Contractors, or Others 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.

Our Managers, Employees, Teachers, Independent Contractors, or Others should avoid giving any personal advice concerning a student’s personal life.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall not give medical advice.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall not prescribe a treatment or suggest rejecting a physician’s advice.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall refer their students to medical doctors or complimentary licensed professionals when appropriate.

Confidential Information

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others shall respect and protect the welfare of all of their students or clients.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall keep all personal information disclosed by their students or clients strictly confidential. All

discussions among teachers concerning students or clients shall be conducted in secure, non-public environments.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall not disclose personal information belonging to a student or client except

(a) To comply with the law or the order of a court;

(b) To prevent bodily harm or danger to the client or to others; or

(c) Where the information has already been disclosed to the public. Teachers will obtain the consent of students before audio or video recording in class.

Inter-Professional Relationships

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others 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.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall conduct themselves in an honorable manner in their relations with their fellow yoga teachers and other wellness practitioners.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall work to build the unity of their community by embracing diversity, collaboration and commitment the benefit of all.


Our Managers, Employees, Teachers, Independent Contractors, or Others shall practice tolerance and acceptance toward other yoga teachers, schools and traditions. Teachers shall not openly criticize practices followed by other yoga schools or teachers.


However, Our Managers, Employees, Teachers, Independent Contractors, or Others 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

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others shall not make false, deceptive, or fraudulent statements or advertisements concerning:

 their training, experience, or competence;

 their academic degrees or credentials;

 their institutional affiliations;

- ✚ their classes, workshops, and teacher trainings;
- ✚ the scientific or clinical basis for the success of their services;
- ✚ their fees; or
- ✚ statements involving sensationalism, exaggeration or superficiality; or
- ✚ an intent to exploit a student's fears or emotions or to create unjustified expectations for cures or results.

✚ **Yoga Equity**

At **Konty Yoga – a Family Yoga Center** - Our Managers, Employees, Teachers, Independent Contractors, or Others will welcome, accept, and support all students regardless of religion, gender, sexual orientation, language, nationality, political, or cultural background.

Our Managers, Employees, Teachers, Independent Contractors, or Others will embrace yoga equity.

Our Managers, Employees, Teachers, Independent Contractors, or Others shall seek to have an awareness and a commitment to making yoga more equitable, inclusive, accessible and diverse. This encompasses diversity, inclusion and accessibility in yoga.

Our Managers, Employees, Teachers, Independent Contractors, or Others will make the conscious decision to address each of these issues thoughtfully and intentionally throughout their work in restoring equity to the yoga community.

Our Managers, Employees, Teachers, Independent Contractors, or Others will emphasize the importance of learning, teaching, and practicing yoga honestly, which means promoting equity, reducing harm, honoring and leveraging cultural differences, and fostering diversity and inclusion in all areas of yoga while honoring the integrity of yoga's cultural and historical roots.