

# Code of Conduct for I-SKY Yoga Therapy Training

## Introduction to the Code of Conduct

This code of conduct applies to students, faculty and program staff of the Kundalini Medicine Yoga Therapy Training and details the expectations for each party.

## Principles

The i-SKY Kundalini Medicine Creed:

*I would not interfere with any creed of yours,*

*nor want to appear that I have all the cures.*

*There is so much to know.*

*So many things are true,*

*the way my feet must go may not be best for you.*

*And so I give this spark of what is light to me,*

*to guide you through the dark,*

*but not to tell you what to see.*

*Anon*

Our intention is to inform, encourage and support program members to be the best he/she/they can be. As yoga therapists we strive to live in our higher consciousness and to conduct our lives in a spirit of integrity. We promote a broad definition of yoga as the means to achieve awareness or self-realization. A conscious yoga practice begins and ends with the question, "Who am I?" We view genuine holistic or religious practice as paths of yoga in that broad sense and believe that one path can be as good as any other - although some may be more suited to one than another - and do not wish to promote any particular belief system or offer our work as a panacea. We do not think of Kundalini as a path of yoga but rather as the energy of transformation, which is common to every path or as the point of awareness where all paths meet.

## Mission Statement

The Kundalini Medicine Yoga Therapy program exists to teach yoga teachers to apply the principles and practice of Kundalini Yoga and allied wisdom traditions to the therapeutic arena. The holistic model that underlies Kundalini Yoga has innate therapeutic potential and Kundalini Medicine educates yoga therapists to recognise, channel and apply it to individuals and groups to empower them toward greater health, harmony and well-being.

## **School's Values**

We believe that all individuals have a right to be treated with respect and dignity, regardless of the differences between them. We make every effort to work in an anti-discriminatory manner and seek to challenge attitudes and behaviours that disadvantage individuals and/or groups of people within our school. Everyone associated with Kundalini Medicine is expected to behave in a way that acknowledges differences positively and not in a way that excludes, humiliates or harms. We intend for our school to be a safe space for growth and learning, held by trust, honesty and mutual respect. The program includes a training on diversity, inclusion and cultural sensitivity aimed to increase our school member's ability to navigate these subjects with knowledge, skillfulness and compassion.

## **Anti-Discrimination Statement**

I-SKY Kundalini Medicine does not discriminate based on age, gender, gender identity, gender expression, marital status, civil partnership, pregnancy and maternity, socio-economic status, race, color, sexual orientation, religion, national origin, ethnicity, culture, disability unrelated to a person's ability to engage in the program, veteran status or any other status protected by law in the United States, the United Kingdom, Norway and the European Union.

## **Standards of Conduct**

### **Attendance**

Students are expected to attend all scheduled sessions of a given program. It is permissible to miss 15% of a residential program, or one day of a 6-day module and up to 20% of an online program. If a student knows they will need to miss time, they must speak to faculty prior to the course. Students are responsible for any course material missed, and for coordinating with the faculty to make up the time. This generally means that for residential modules, the student is expected to collect and review notes from a colleague and present a written summary of the day or session, along with any questions they may have about the material. For online modules, the student is expected to view a recording of the session missed and present a written summary to the instructor.

Punctuality is expected for all program members. Students are expected to come to class prepared and participate fully in the course, with appropriate modifications for individual circumstances.

Absences exceeding the outlined maximums, and/or failure to meet participation and preparation standards previously detailed may result in the need for the student to extend the completion date in order to retake the material missed.

### **Competence and Productivity**

Students are expected to display progressive growth and development of knowledge and skills as they move through the program.

Students are expected to complete all assignments in a timely manner, adhering to the assigned due dates. If there are extenuating circumstances and/or the student requires more time to complete assignments, it is the student's responsibility to make arrangements with faculty ahead of time.

### *Extenuating Circumstances include*

- Pregnancy, childbirth or adoption
- Physician documented illness or health restrictions that would prevent participation in the training and are for a limited time period
- Documented family emergency
- Other documented emergency that may interfere with attendance

In addition, the school is committed to accommodating neurodiversity and allows for extended time to complete assignments for students with learning disabilities, dyslexia, ASD and other factors that may require extended time.

Students are expected to notify the faculty member or program administrator in writing with the details of the extenuating circumstances, whereupon a plan will be made for completion of the assignments.

### **Personal Development and Professional Conduct**

As part of the program's ethos, faculty members are strongly encouraged to continue their study of yoga and yoga therapy through continuing education.

All school members are expected to maintain a daily sadhana (personal practice), and commit to upholding and maintaining the clarity, compassion and neutrality of a yogi/yogini.

All school members are required to abide by the Code of Ethics and the Scope of Practice for Yoga Therapists as set forth by IAYT as well as the points from the Yoga Alliance Professionals Code of Practice. These documents can be found in the appendix.

All program members are expected to uphold a standard of professionalism in interactions with each other as well as with clients.

### **Compliance with Supervision**

Kundalini Medicine faculty will provide supervision to students during practice yoga therapy sessions and practice teaching and provide verbal feedback. During the practicum, students receive both verbal and written feedback from their mentors. Supervisors are expected to provide feedback in a neutral and kind manner, with the goal of enhancing the student's growth and knowledge.

Kundalini Medicine students are expected to receive all constructive feedback with respect as well as consult and take advice from supervisors, when appropriate.

Students will have the opportunity to provide anonymous feedback about the staff, faculty and program, with the goal of improving the program for all. Teachers and staff are expected to employ constructive feedback toward growth and evolution of their teaching.

### **Dress Code and Hygiene**

Students should come to class prepared, with the appropriate props, books and writing materials, and any applicable homework assignments or reading completed. Students should wear clothing they can practice yoga in.

Basic standards of hygiene should be followed, avoiding strong scents or oils, which may affect some students adversely. Some studios may have a vegetarian food only policy. Please check in advance for the food and/or food allergy policies of the course location.

When teaching therapeutic yoga classes and delivering yoga therapy, it is expected that students dress in a professional manner in accordance with generally accepted standards for a yoga teacher.

### **Lawful and Honest Conduct**

All members of the program are expected to behave honestly, lawfully and with integrity, with the yamas and niyamas as guiding principles. For example, all members are expected to strive for non-harming, non-stealing and truthfulness.

### **Confidentiality and Privacy**

Kundalini Medicine expects all students and graduates to maintain confidentiality and privacy of their clients' personal and clinical information. All communication between yoga therapist and client will be handled with professionalism and confidentiality. All students are required to establish a privacy policy that adheres to local legislation and to share this policy with clients. Students are also required to develop their own scope of practice form, detailing their training in yoga therapy thus far as well as any other relevant professional qualifications. Students must obtain written consent from clients to share information from their case histories in an anonymous manner with faculty, mentors and fellow students. Students are provided templates with the required elements that must be included in their privacy policies, scope of practice forms and confidentiality agreements.

Student's contact details will not be shared with other students in the program unless they have given their express permission.

Personal information and media relating to participants of the program, students, or clients are not to be shared without the express permission of all relevant parties.

As detailed in the acceptable use of technology section, students may not disclose the link to/URL of a class session recording or copies of recordings to anyone, for any reason. Recordings are available to your class only.

### **Care and Maintenance of Property**

We expect all program members to respect the spaces where the course is located, including property, such as props and furniture, as well as the property of faculty, staff, clients and other students. This includes abiding by any rules and expectations set forth by the studio location and program organisers.

Members are expected to tidy up after themselves and to do the right thing because it needs to be done, even if no one is looking. Students are welcome to provide seva should the opportunity arise, ie helping to tidy the Shala after the day.

### **Appropriate Behaviour and Conduct**

We foster an environment of tolerance, openness, honesty and respect in the classroom setting and beyond. All members of the school are expected to contribute to maintaining a safe space for growth, learning and healing.

As stated in the confidentiality section, personal information shared in class is to be kept confidential and is not to be shared outside of the school, in any form, including on social media.

Students are to follow all protocols given for clinic and yoga therapy delivery, which include maintaining Kundalini Medicine's standards for professionalism, respect, anti-discrimination and confidentiality.

School members are expected to communicate with one another and with clients in a respectful, courteous and kind manner.

Inebriation, sexual misconduct and/or harassment and violent, hateful, abusive, and/or coercive speech or behavior will not be tolerated. Such behavior will be grounds for disciplinary action and may result in dismissal from the program. Please see our anti-harassment policy for further information.

### **Compliance with Law**

Kundalini Medicine adheres to all local, state and federal laws. We do not allow the possession of weapons, alcohol or illegal drugs in the course location.

Any knowing non-compliance with the law is unacceptable and Kundalini Medicine will pursue appropriate disciplinary and/or legal action to ensure its own compliance.

### **Non-Impairment**

Students, faculty and program staff are expected to work free from impairment from substances, including illegal drugs and alcohol. They are expected to comply with any treatment plans prescribed by a medical professional, including continuing to take any prescription medication or supplements. In the case when there is a question as to whether a prescription medication may impair a school member's ability to work, the individual is expected to seek advice from their medical professional.

## **Conflict of Interest**

Kundalini Medicine expects faculty to avoid conflicts of interest that could compromise the sacred trust inherent in the student-teacher relationship. If conflicts of interest do exist, it is expected for these to be disclosed and managed in a transparent manner.

## **Acceptable Use of Technology**

We are committed to supporting the learning of neurodiverse students, as well as students for whom English is a second language. We allow recording of in-person classes to support learning needs. In addition, we provide video recordings of online courses that are available to view for 3 months after the course.

### *In-person classes*

Students and faculty are expected to keep their electronic devices in silent mode or have them switched off during class. It is permissible to take notes on an electronic device such as a laptop or tablet. All electronic devices that are not used for learning purposes are to be stored in a bag or in a locker for the duration of the class.

It may be possible to audio-record class lectures, with permission of the instructor. While it may be possible to share recordings with classmates, students are not permitted to distribute the recordings outside of the program.

### *Online classes*

We record main sessions in speaker view. Zoom provides audio and visual indicators to inform about when the recording starts, stops, is in progress, and is paused/unpaused. Breakout rooms are not recorded.

Students may request that we pause the recording when they are sharing in class.

Students may not themselves record a class session of an online class, as the school provides the recordings.

Links to class session recordings, if available, are posted in the Zoom meetings section of the Canvas course webpage.

Class recordings are available only to the members of that class. Students may not disclose the link to/URL of a class session recording or share copies of recordings to anyone, for any reason.

## **Compliance and Accountability**

All members of the program are expected to uphold the values and ethics of Kundalini Medicine and to adhere to this code of conduct.

## **Disciplinary Action**

Violations of the code of conduct may result in disciplinary action or permanent dismissal from the program. A student who fails to maintain satisfactory progress, violates safety regulations, interferes

with other students' work, is disruptive, obscene, under the influence of alcohol or drugs, or does not make timely tuition payments, is subject to disciplinary action and/or permanent dismissal from the school.

### **Grievance Policy and Reporting Violations of the Code of Conduct**

Kundalini Medicine will undertake to support learners and improve the quality of service through addressing and resolving complaints from learners. All the Kundalini Medicine faculty members are responsible for supporting learners by effectively resolving learner complaints informally where possible. The recommended method of resolving issues raised by a learner is by prompt action through informal discussion with the learner and appropriate member of staff directly.

To report complaints and/or violations of the code of ethics, the complaint should be brought to the attention of a staff or faculty member, by informal verbal discussion, if possible. The content and outcome of the discussion will be documented. The School Director will be made aware of and review all complaints.

If the concern is with a faculty or staff member, and a satisfactory resolution is not reached through discussion, the student may file a written complaint that is signed and dated. This complaint may include any supporting documentation and will be submitted to the School Director. The School Director will send a copy of the complaint to the faculty or staff member in question via email. The faculty or staff member will confirm receipt of the email within 3 business days and is required to send a signed written response within 10 business days to the School Director.

The School Director will review the complaint and the response and will determine if it is necessary to convene the Grievance Committee. If so, the Grievance Committee will be convened within 15 business days of receipt of the faculty member's written response. Once convened, the Grievance Committee assumes responsibility for investigating the complaint and determining what course of action, if any, will be taken in response to the complaint.

Upon receipt of the written response of the faculty or staff member, the Committee chair will forward the response to the complainant. If the complainant responds with additional information, that information will be forwarded via the Grievance Committee to the faculty or staff member.

Following receipt of all relevant materials, the Grievance Committee will meet independently with both the student and the faculty or staff member. The Grievance Committee may investigate the complaint further by interviewing peer students, other faculty or staff members. All meetings will be documented and signed by the individuals in attendance. All documentation will remain in the student's file.

Within 60 business days of the date the Grievance Committee is convened the Committee makes a decision as to what actions, if any, will be taken. The complainant, faculty or staff member and the School Director receive a written copy of the Committee's findings and recommendation(s).

If the student, staff or faculty member would like to appeal the outcome, they make a written request to the School Director. The Director makes a final determination within 15 business days, and notifies the student, staff or faculty member and the Grievance Committee.

If the staff or faculty member is put on probation, suspended, or terminated, any later request for reinstatement would be based on the reason for the discipline and will be reviewed by the Grievance

Committee in conjunction with the School Director. The Grievance Committee's decision for reinstatement is final and communicated in writing to the staff or faculty member.

If the complaint that is raised is with the Director of the School in his role as instructor, another faculty member will be asked to moderate the complaint.

The filing of a complaint will not affect the learner's fair evaluation in any module and in completing the course of study and the program's certification process.

### **Anti-discrimination and Harassment Policy**

Kundalini Medicine is committed to providing a learning environment that is free of discrimination and/or harassment. Discrimination/harassment is prohibited in all programs sponsored by the Kundalini Medicine whether committed by staff, core faculty, guest faculty or students. We are committed to creating a learning environment that is based on integrity and is respectful and uplifting to all.

All staff and faculty have a key responsibility in establishing and maintaining a learning environment free from personal discrimination/harassment. All faculty members are directly responsible for the conduct of students in a class or supervision setting. All participants in the Kundalini Medicine Yoga Therapy Training are expected to comply with this policy and it is the personal responsibility of all participants whether faculty, staff or student to ensure that inappropriate conduct does not occur.

Discrimination or harassment based on race, color, religious affiliation, gender, sexual orientation, national origin, citizenship, age status, disability, marital status, or any other basis prohibited by law, will not be tolerated. Kundalini Medicine prohibits inappropriate conduct based on any of the above characteristics in all contexts of its programming.

Harassment/ Discrimination is defined as behavior that is unwanted, unreasonable and offensive to the recipient, which creates an intimidating, hostile or humiliating learning environment for that person. This list is not meant to be exhaustive. Harassment can occur between members of the same or opposite sex. There are various types of harassment which can occur, these can be based on:

- Race, ethnic origin, nationality or skin color
- Gender and/or sexual orientation
- Religious or political convictions
- Membership or non-membership of an organization or affiliation
- Disabilities, illness, sensory impairments or learning difficulties
- Age

### **Sexual Harassment Policy**

Sexual harassment has been defined as unwanted and unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that is made either explicitly or implicitly- a term or condition of participation in programs or as an influence on continued participation or evaluation in the Kundalini Medicine Yoga Therapy Training OR has the purpose or effect of substantially interfering with an individual's ability to learn or comfortably participate in programs creating an intimidating, hostile, or offensive learning environment.



All participants in the Kundalini Medicine Yoga Therapy Training, including core and guest faculty, staff and students will refrain from conduct that is sexual in nature including the following:

- Comments or jokes, or degrading language or behavior that is sexual in nature
- Sexually suggestive objects, books, magazines, photographs, cartoons, pictures, electronic communication or other material
- Unwelcome sexual advances, requests for sexual favors, or any sexual touching; Offering favorable terms or conditions of program participation or benefits in exchange for sexual favors or threatening or imposing less-favorable terms or conditions of program participation if sexual favors are refused.
- Sexual harassment is prohibited whether it's between members of the opposite sex or members of the same sex.

### Discrimination and Sexual Harassment Complaints

Any claims of discrimination or harassment are investigated promptly, and appropriate action taken to eliminate inappropriate behavior. Creating a discrimination/ harassment free learning environment is everyone's responsibility.

If you receive a complaint or observe or believe you are a target of discrimination, sexual harassment or any other form of harassment while participating in any Kundalini Medicine training or sponsored event, we request that you immediately report it to one of the following:

- A faculty member
- The School Director

All complaints received by the Grievance Committee will be treated with sensitivity and kept confidential, according to the steps in the Grievance Process. You are not required to report your complaint to anyone who is the subject of it. For example, if your complaint concerns a faculty member or other student, you are not required to directly address that person before bringing your concern to the School Director. However, if anyone at Kundalini Medicine behaves in an inappropriate manner we encourage you to tell that person that the conduct is unwelcome, that you find it offensive, and that you request that it stop immediately.

After reviewing a Discrimination or Harassment complaint, the School Director will refer the complaint to the members of the Grievance Committee. Timelines and the procedure for completing the investigation are the same as that described in the Grievance Policy.

Following the completed investigation, the School Director and/or designee, may develop a corrective action plan with the individual who engaged in the harassing or discriminating behavior. Further, contingent on the outcome of the investigation and/ or progress made related to the corrective action plan, the individual may be asked to leave the program.

Kundalini Medicine prohibits any form of retaliation for making a report of discrimination or harassment or participating in the investigation of a complaint of this nature.

## Transparency about our position on Kundalini Yoga as Taught by Yogi Bhajan

We recognize that Yogi Bhajan, the teacher who brought this form of yoga to the West, did things that go against our morals and ethics as well as those that he purported to teach. We believe and support the survivors of Yogi Bhajan and his organizations and recognize that YB committed sexual abuse, abuse of power and other forms of abuse throughout his tenure as a spiritual teacher. The high demand group in which the teachings were originally transmitted had a culture which we find problematic. An organization where such abuse occurs is not a healthy organization. We do not wish to perpetuate any unhealthy dynamics from the past.

On careful consideration and evaluation, we find that the yoga and meditation practices of Kundalini Yoga still stand on their own as powerful and effective tools. We are committed to transmitting them within a healthy organizational dynamic and culture. We have always sought to triangulate what we teach based on wisdom from allied traditions and our own experience. With the revelations about YB, we recognize that there is a blurry line between Kundalini Yoga lifestyle practices that were taught to empower and those that were used as tools for coercion and control. This is an uncomfortable area that we choose to examine and to keep evaluating as we decide what has value and what we wish to let go of. This process is informed by knowledge from Ayurveda, Traditional Chinese Medicine, Tibetan Medicine, Shamanism, other allied wisdom traditions, our personal and clinical experience and the growing body of research on yoga and yoga therapy.

### *What to expect on our course*

The program is not centered around YB as an individual, and there is no extra emphasis placed on him. We recognize that he transmitted KYATYB practices to the West. As such, he is mentioned occasionally as the source of various practices, as we wish to credit where what we teach was transmitted from.

In our program, we do not require reading or viewing videos of Yogi Bhajan. We choose not to have his photo in our manuals. The manuals currently contain several quotes attributed to him, along with quotes from many other individuals. We are open to omitting YB quotes from future editions based on feedback from school members.

We periodically revise our manuals and are in an ongoing process of editing them in the light of the above section.

## Dissemination

This code of conduct is published in the program's student handbook. Students give their written agreement to abide by the code when signing the enrollment form. The code of conduct is provided and agreed to by all faculty and staff.

## Appendix

### Yoga Alliance Professionals Code of Practice

This Code of Practice is a summation and declaration of acceptable, ethical, and professional behaviour by which all Yoga Alliance Professionals members agree to conduct the teaching and business of Yoga.

As a student and graduate of a Yoga Alliance Professionals accredited program, our members agree to uphold the ethical goals set forth in the following Code of Practice:

1. Provide the public with access to safe and effective yoga teachers;
2. Maintain and uphold the traditions of Yoga. Teach Yoga from the experience of these traditions and disseminate these teachings to anyone, from any background, who earnestly desires to follow these traditions;
3. Familiarise themselves with the Health and Safety policy of their employer, or where this does not apply, an appropriate policy needs to be formulated and adhered to. Appropriately deal with accidents or emergencies, keep notes and logs and report to the relevant party when necessary.
4. Uphold the integrity of their vocation by conducting themselves in a professional and conscientious manner;
5. Acknowledge the limitations of their skills and scope of practice and where appropriate, refer students to seek alternative instruction, advice, treatment, or direction;
6. Create and maintain a safe, clean, and comfortable environment for the practice of yoga;
7. Encourage diversity actively by respecting all students regardless of age, physical limitations, race, creed, gender, ethnicity, religious affiliation, or sexual orientation;
8. Respect the rights, dignity, and privacy of all students;
9. Avoid words and actions that constitute bullying and/or sexual harassment;
10. Follow all local government and national laws that pertain to their yoga teaching and business;
11. Never engage in any conduct or activities that discredit Yoga Alliance Professionals, or which brings our name into disrepute.