



## TEACHER CODE OF CONDUCT & ETHICS AGREEMENT

### **MISSION STATEMENT**

Bring the power of yoga and meditation to military communities around the world through trainings, advocacy, programs and partnerships.

### **ORGANIZATIONAL AGREEMENT**

#### **Learning Environment**

All trainings, workshops, classes and/or retreats are learning environments, meaning that students will be committed to maintaining an environment that supports and fosters learning, excellence, compassion, and integrity for all participants and faculty. This will be an environment where learners and faculty are willing to engage in a learning process that can be inherently uncomfortable and challenging, and where the environment is rooted in respect for everyone.

#### **Video & Photo Consent**

Warriors at Ease (WAE) will obtain written consent from everyone for all photo, audio and/or video recording.

#### **Communication**

Students, teachers, facilitators, and presenters will refrain from using language that is hostile, harmful, inappropriate or serves a negative intention. Do not assume that others think or rationalize as you do; you don't know what you don't know. Listen to others with the same attention and intention that you wish to be heard. To the best of your ability, speak clearly and straightforward. Everyone deserves to be heard. Ask questions with a desire to understand not to prove anything to be right or wrong.

## **Professional Relationships**

Warriors at Ease requires that all employees, faculty, facilitators, consultants, and teachers establish and maintain appropriate and professional relationship boundaries with each other and with students.

## **Student-Teacher Relationship**

The student-teacher relationship is a privilege on both sides and will be respected as such. This relationship should be mutually beneficial, and always maintain an open line of communication.

## **Sexual Harassment & Inappropriate Sexual Behavior**

### Policy

This applies to anyone and everyone connected with or representing Warriors at Ease. Sexual harassment or inappropriate sexual behavior will not be tolerated by anyone associated with the organization. Anyone associated with the organization is prohibited from harassing or engaging in inappropriate sexual behavior both during time spent representing the organization and time away from the organization. Anyone associated with the organization who is found to have been engaging in sexual harassment or inappropriate sexual behavior will no longer be associated with the organization and will have any certifications or pending certifications revoked.

### Definition

Sexual harassment or inappropriate sexual behavior is defined as unwelcome conduct of a sexual nature that is persistent or offensive and interferes with the mission of Warriors at Ease or creates an intimidating, hostile or offensive environment. Sexual harassment is defined by the federal Equal Employment Opportunity Commission as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, for example, a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment or inappropriate sexual behavior can be physical and psychological in nature. An aggregation of incidents can constitute sexual harassment even if one of the incidents considered on its own would not be harassing.

## Reporting

If anyone experiences or witnesses sexual harassment or inappropriate sexual behavior you may report the event to the Warriors at Ease Director of Operations, Betsy Diller, at <betsy@warriorsatease.org>. The identity of the reporter will remain anonymous.

## **Warriors at Ease Values**

### **Compassion - Integrity - Commitment - Leadership**

#### **Compassion**

*Understanding* - The desire for others to be free from suffering while remaining respectful of personal differences and experiences, and aware of collective responsibility to the greater good.

*Vulnerability* - The courage to live life while remaining open to change, uncertainty and the unknown. To be human is to be vulnerable. "Vulnerability is the birthplace of joy, creativity, belonging, and love." - Berne Brown

*Support* - Maintaining space for differing opinions, experiences, and beliefs, and understanding that being supportive looks different depending on the situation.

*Health* - Not only promoting the health of the members of the military community but also caring for our own health and well-being by promoting and enacting self-care within our own lives

#### **Integrity**

*Authenticity* - Choosing to be seen and be vulnerable. Living and loving our story, and every part of it.

*Accountability* - Maintaining the highest of standards and holding ourselves and those we work with responsible for the work we do.

*Honor* - Respecting the abilities, qualities, differences and achievements of others by recognizing and appreciating those qualities. Living up to our commitments. Being truthful with others, ourselves, and our dealings.

*Equality* - Providing everyone the same opportunities, regardless of race, creed, sexual orientation, ethnicity, socioeconomic status, background, gender or any other lifestyle choice.

## **Commitment**

*Growth* - A commitment to constantly finding ways to learn and better ourselves for our own benefit and the community we serve. “There is a place where everything is right, and there is a place where everyone is wrong. I will meet you somewhere in the middle.” - Iyengar

*Resiliency* - The capacity to persist, adapt and transform in the face of change and adversity in a way that allows us to maintain our values.

*Purpose* - Staying dedicated to helping everyone remember who they are -- and have always been -- worthy and deserving of love and kindness.

*Consistency* - Achieve and maintain a level of performance that supporters, teachers and students can expect from us in all of our work.

## **Leadership**

*Teamwork* - Cooperating; using individual skills and providing constructive feedback despite personal differences in a way that is most beneficial to the organization and those we serve.

*Resourcefulness* - Continually serve as an authentic, reliable and relevant source of information within the yoga, meditation and mindfulness space.

*Humility* - Having a sense of curiosity that allows us to acknowledge when we don't know something, and be open and willing to learn something new.

## **Confidentiality**

### **Teachers**

Warriors at Ease will never release personal information unless previously given permission, such as information listed on the “Find a Teacher” and “Free Warriors at Ease Classes” pages of the website. Teachers are often seen as someone for students to confide in, make sure you use the utmost respect with the information your students share with you. In cases of emergency, greater concern, or in the case a situation that is outside the scope of being a Warriors at Ease teacher make sure you always have a list of professionals who are able to assist your students where you can not. Know where the boundaries of being a Warriors at Ease teacher begin and end.

### **Students**

Warriors at Ease will never release your personal information obtained through the “New Student Registration” or any of the Warriors at Ease surveys.

Warriors at Ease does not disclose the personal information of our students, teachers, participants, faculty, employees, contractors, or donors except: as mandated by law; or prevent

a clear and immediate danger to someone; in the course of a civil, criminal, or disciplinary action arising from the instruction where the teacher, faculty member, employee or consultant is a defendant; for the purpose of supervision of consultation; or by previously obtained written permission. In cases involving more than one person or (as a student), written permission must be obtained from all legally accountable persons who have been present during the program before any disclosure can be made.

### **Testimonials**

If a student, teacher or training participant wishes to leave a testimonial, Warriors at Ease will only associate the name of the person who left the testimony if that person gives Warriors at Ease the permission to do so.

## **STUDENT & TRAINEE AGREEMENT**

### **Certification Process**

Upon application approval to attend a Level 2 Warriors at Ease Level Training you are not guaranteed to become a Certified Warriors at Ease Teacher (WAET). In order to become a Fully Certified Warriors at Ease Teacher (WAET) participants must complete, pass and maintain the following:

Warriors at Ease Level 1 Training - Including all prerequisites and assignments

Warriors at Ease Level 2 Training - Including all prerequisites and assignments

Warriors at Ease Certification Application - Pending approval from Warriors at Ease Faculty

Annual Certification Renewal - Pending approval from Warriors at Ease faculty (2021)

### **Personal Conduct**

Students are personally responsible for the energy and presence they bring into the classroom. All participants (students, teachers, faculty, etc.) are to align their behaviors with the values of Warriors at Ease when participating in Warriors at Ease affiliated events, trainings, retreats, etc.

### **Dress Code**

All participating persons are to dress comfortably, modestly and appropriately while attending Warriors at Ease events.

When teachers, students, or faculty are attending or facilitating Warriors at Ease classes, retreats, workshops, etc., tops should fit comfortably, show no cleavage, and show no midriff. Bottoms should also fit comfortably, come below the knees, and be modest in nature.

All clothing should be free of logos, art, innuendoes, or any other symbols that can be suggestive, offensive or controversial in nature.

### **Punctuality**

Students, teachers, facilitators, presenters and participants are expected to respect everyone's time by being punctual, using everyone's time wisely and always starting and ending on time. One-hundred percent attendance is required during training events, though there are exceptions for extreme or specific circumstances.

### **Communicable Disease**

Students, teachers, facilitators, presenters, and participants who are knowingly or possibly infected with a communicable disease (Flu, COVID-19, HIV, Hepatitis C, etc.) should contact their immediate teacher, faculty, facilitator or the Warriors at Ease Registrar prior to signing this contract. All information will be kept confidential and within the confines of the organization. All students are responsible for taking the appropriate steps to create and ensure a safe environment.

### **Community Health & Safety**

It is our highest priority to support the health, safety and wellbeing of our Warriors at Ease community. Students, Teachers, Facilitators, Presenters, and Participants are all responsible for ensuring a healthy and safe environment for all WAE trainings, workshops, classes and/or retreats. We ensure a healthy and safe environment by adhering to the recommended guidelines for disinfection, sanitation and operations set by Yoga Alliance, the CDC and local governing agencies.

### **Cell Phones & Electronics**

Cell phones and all mobile or electronic devices should be kept on silent during trainings, classes or other events to maintain a learning focused and therapeutic environment. Warriors at Ease understands that in certain cases -- such as emergencies, deployed spouses, or being on-call -- having a cell phone easily accessible is needed. That being said, please be mindful and respectful of others' time and space.

### **Problem Resolution**

Anyone who finds themselves with a problem they wish to have resolved or understood should do so only with those who are involved. If no resolution can be reached on your own, bring the issue or problem to the attention of the teacher, faculty or facilitator directly. If a resolution still cannot be found, then the issue will be brought up to the Director level.

## **Personal Property**

All students are solely responsible for their own personal property. Warriors at Ease, it's teachers, faculty, facilitators, and/or employees are not responsible for losses, damages or replacement of any personal property.

## **Assignments**

All assignments are to be turned in based on the timeframe given at the time the assignment is handed out. Not following these guidelines will result in postponed certifications, late fees or needing to wait until the following cycle of certifications.

## **Program Completion & Certification**

Warriors at Ease does not guarantee that every teacher who completes the Warriors at Ease Level 1 & 2 training programs will become and remain fully certified teachers. Due to the nature of the work that a Warriors at Ease Certification allows a teacher to do, the organization wants to ensure that teachers are completely ready to do this work. If a training participant isn't approved for certification the first time around, Warriors at Ease Faculty will work with that participant to guide them in the direction or skills they need to develop to obtain certification.

### Warriors at Ease Level 1 Teacher

### Certified Warriors at Ease Teacher (WAET)

Training Application Approval

Approval of Certification Application (Including Teaching Exercise & Homework) by WAE Faculty

Annual Certification Renewal (Starting in 2021)

## **Usage & Copyrights**

All intellectual, digital and written property of Warriors at Ease is under legal copyright and may not be copied, dispersed or used in any way without prior and written consent of WAE.

## **GENERAL LIABILITY RELEASE**

I the "Releasor" (the individual listed below) for and in consideration of participating in events hosted by Warriors at Ease trained professionals and as a Warriors at Ease trained teacher hosting Warriors at Ease or Warriors at Ease Style Events.

THEREFORE under the terms of this Agreement and sufficiency of which is hereby acknowledged, do hereby release and forever discharge World at Ease; DBA Warriors at Ease

(Hereinafter the "Releasee") including their agents, employees, successors, and assignees, and their respective heirs, personal representatives, affiliates, successors and assignees, and any and all persons, firms or corporations liable or who might be claimed to be liable, whether or not herein named, none of whom admit any liability to the undersigned, but all expressly denying liability, from any and all claims, demands, damages, actions, causes of action or suits of any kind or nature whatsoever, which I now have or may hereafter have, arising out of or in any way relating to any and all injuries and damages of any and every kind, to both person and property, and also any and all injuries and damages that may develop in the future, as a result of or in any way relating to participating in an event or class hosted by a Warriors at Ease trained professional, or associated with the Releasee.

It is understood and agreed that this Agreement is made and received in full and complete settlement and satisfaction the causes of action, claims, and demands mentioned herein; that this Release contains the entire Agreement between the parties; and that the terms of this Agreement are contractual and not merely a recital. Furthermore, this Release shall be binding upon the undersigned, and his respective heirs, executors, administrators, personal representatives, successors, and assigns.

The Release has been read and fully understood by the undersigned and has been explained to me.

**AGREEMENT**

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(WAE Teacher & Releasor)*