



Code of Conduct

The purpose of our Code of Conduct is to help our teachers serve in their purest spirit and to protect our students and community.

Financial Practices

Teachers will discuss all fees and financial arrangements in a straightforward professional manner. Teachers will manage their business affairs according to recognized standard business and accounting practices. Teachers are encouraged to render services to individual or groups in need without regard to financial remuneration. Teachers will neither receive nor pay a commission for referral of a student.

Professional Growth

Teachers shall dedicate themselves to the continuing study and practice of yoga, including asana, meditation, and theory.

Teacher-Student Relationships

Teachers shall treat their students with respect. Teachers shall never force their own opinions on students but rather recognize that every student is entitled to his or her worldview, ideas, and beliefs. However, teachers must communicate to their students that the authentic practice of yoga involves a transformation of the human personality, including attitudes and ideas. If a student is not open to change or if a student's opinions seriously impede the process of receiving yoga, then a teacher may end the teaching relationship. Teachers shall not exploit the trust of students and their potential dependency but rather, encourage students to find greater inner freedom.

Integrity

Teachers shall represent their qualifications honestly and provide only the services they are qualified and certified to perform. Teachers shall not give medical advice. Teachers shall not recommend treatment, diagnose a condition, or suggest that a student disregard medical advice. Teachers shall refer their students to medical doctors or complimentary licensed professionals when appropriate. Teachers shall keep all personal information disclosed by their students strictly confidential.

Yoga Equity

Teachers shall welcome all students regardless of age, sex (including pregnancy, gender identity and perceived gender expression), sexual orientation, color, race, national origin, marital status, parental status, veteran's status, religion, or physical or mental disability, provided that the teacher has appropriate expertise.



Anti-Harrassment Policy

We do not permit managers, employees, teachers, independent contractors, students, or others in the workplace to harass any other person because of age, gender (including pregnancy), race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, genetic information, or any other basis proscribed by law.

Sexual Harrassment

We do not tolerate sexual harassment in our studio. Sexual harassment refers to any unwelcome sexual attention, sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature when the conduct harms the person's employment or working environment.

Romantic Relationships Between Teachers and Students

Teachers shall avoid getting into personal or sexual relationships with students that may result in the impairment of their professional judgment or that may compromise the integrity of their teaching. If a relationship begins to develop, the teacher should bring it to the attention of the studio owner.



Anti-Retaliation Policy

We will not retaliate against any person for having reported or threatened to report harassment, discrimination, retaliation, or violations of our Code of Conduct or policies, or for participating in an investigation into any of the foregoing. Anyone who retaliates against a person will be subjected to disciplinary action, up to and including termination.

We encourage any person – including employees, non-employees, and students – who believe they have been subject to retaliation to inform a supervisor or manager.

We have a zero-tolerance policy for sexual harassment or sexual misconduct. We encourage anyone who has been anyone who is subject to this behavior to report it to the studio owner, Daniel Vincent. We will do everything possible to ensure that you are not retaliated against by anyone because you have reported misconduct.





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 Daniel Vincent, owner of Inspire Hot Yoga (hereafter named 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; and,
- 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.

