

Code of Conduct for Certified Persons

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1. Purpose

1.1 PQMS recognizes the sensitive nature of the aspirant-teacher relationship, especially the hierarchal power structure that is advantageous to the teacher. Consequently, it is the responsibility of the yoga teacher to ensure a safe and protected environment in which aspirant can grow physically, mentally, and spiritually. Therefore aspirants are required to follow the code of conduct in their professional carrier.

2. Foundational Principles

2.1 In order to protect the aspirant in this potentially vulnerable relationship, as well as to uphold the highest professional standards for yoga professionals PQMS has identified the following foundation principles:

- To avoid discriminating against or refusing professional help to anyone based on race, gender, sexual orientation, religious, or national origin.
- To stay abreast of new developments in the field of yoga through educational activity and study.
- To maintain a regular, daily yoga practice.
- To manage personal lives in a healthy fashion and to seek appropriate assistance for own personal problems or conflicts.
- To establish and maintain appropriate professional relationship boundaries.
- To cultivate an attitude of humanity in teaching, dedicate work to something greater than oneself.

3. Professional Practices

3.1 In all professional matters, maintain practices and teaching procedures that protect the public and advance the profession.

- Share knowledge, services and professional associations as being for the benefit of the people being served and vow not to use them to secure unfair personal advantage.
- At times render service to individuals or groups in need without regard to financial remuneration.
- Neither receive nor pay a commission for the referral of a private aspirant.
- Conduct fiscal affairs with due regard to recognized business and accounting procedures.
- Be careful to represent facts truthfully to aspirants, referral sources and third party payers regarding credentials and services rendered. Always correct any misrepresentation of ones professional qualifications.
- Do not malign colleagues or other professionals.

4. Aspirant Relationships

4.1 It is the yoga professional's responsibility to maintain relationships with aspirants that are appropriate and professional.

- Make only realistic statements regarding the benefits of yoga.
- Show sensitive regard for the moral, social and religious standards of aspirants and groups. Avoid imposing own beliefs on others, although one may express them when appropriate in the yoga class.
- Recognize the special nature of the teacher-aspirant relationship and hold its purpose to be supporting and facilitating the aspirant's healing and personal development.
- Recognize the trust placed by the aspirant in the yoga professional and the power that gives the teacher. While acknowledging the complexity of relationships, avoid exploiting the trust and dependency of aspirants.
- Recognize that all forms of sexual behavior with aspirants are unethical
- Recognize that the teacher-aspirant relationship involves a power imbalance, the residual effects of which remain after the aspirant is no longer studying with the teacher.
- Do not abandon or neglect aspirants. If unable, or unwilling for appropriate reasons, to provide professional help or continue a professional relationship, every reasonable effort be made to arrange for continuation of instruction with another teacher.



5. Confidentiality

5.1 Respect the integrity and protect the welfare of all persons with whom you are working, and recognize that it is obligation to safeguard any information about them obtained in the course of instruction.

- All records kept on an aspirant are stored or disposed of in a manner that assures security and confidentiality.
- Treat all communications from aspirants with professional confidence.
- Do not disclose aspirant confidences to anyone, except: as mandated by law.
- Obtain written consent of aspirants before audio and/or video recording or permitting 3rd party observation of their private sessions.
- When current or former aspirants are referred to in a publication, while teaching, or in a public presentation, their identity is thoroughly disguised.

6. Assistant, Aspirant and Employee Relationships

6.1 As yoga teachers, have an ethical concern for the integrity and welfare of your assistants, aspirants, and employees. These relationships are maintained on a professional and confidential basis. Recognize your influential position with regard to current and former assistants, aspirants, and employees, and avoid exploiting their trust and dependency. Make every effort to avoid dual relationships with such persons that could impair your judgment or increase the risk of personal and/or financial exploitation.

- Do not engage in harassment of any kind with assistants, aspirants, employees or colleagues. Harassment is defined as, but not limited to, repeated comments, gestures and/or physical contacts as well as the use of private information to attempt to influence or pressure the person in any way.
- All forms of sexual behavior with assistants, aspirants and employees are unethical.
- Advise your assistants, aspirants, and employees against offering, or engaging in or holding themselves as competent to engage in, professional services beyond their training level of experience and competence.
- Do not harass or dismiss an assistant or employee, who has acted in a reasonable, responsible, and ethical manner to protect or intervene on behalf of an aspirant or other member of the public or another employee.

7. Inter-professional Relationships

7.1 As yoga teachers, relate and cooperate with other professional persons in your immediate community and beyond. Acknowledge that you are part of a network of healthcare professionals and recognize the need to develop and maintain interdisciplinary and inter-professional relationships in a professional and appropriate manner.

- Knowingly soliciting another teacher's aspirant is unethical.
- Speaking of other teachers with disrespect is unethical.

8. Advertising

8.1 All advertisements, including any announcement, public statement or promotional material made for informing the public about activities, service and/or events, should be carried out with the intention of helping the public make accurate, informed choices.

- Do not misrepresent professional qualifications, affiliations and functions or falsely imply sponsorship or certification by any organization.

I **Shri BALARAM SHANKAR MENON** CERTIFIED Yoga professional having obtain the certificate No..... from M/s PQMS Quality Services Pvt Ltd. having its head office at Ludhiana hereby declare that, I have read and agree to follow the requirements given above in the Code of conduct for certified professionals.

Signature
PQMS Representative
Date


Signature
Certified Person
Date 20.03.2018