

Code of Conduct

Purpose Statement

The purpose of our Code of Conduct is to provide our teachers with the scaffolding of best practices needed to prepare them for the responsibility of teaching their own students. This responsibility requires that they hold high ethical standards, and continue to reflect and build on those standards, in order to create a safe environment for their students to grow physically, mentally, and spiritually. Its goal is to protect both our students and our teachers, the yoga community and the public, as well as provide a reference of professionalism to which they can return to when needed.

Professional Growth/ Continuing Education

Teachers shall continue to pursue their own knowledge and growth in their personal yoga practices to bring new awareness and learning to themselves and to their students.

Teacher/Student Relationships

Teachers will be aware of the power imbalance that is present in a yoga room and act accordingly with professionalism and care. Teachers shall treat their students with respect and with regards to their individuality, dignity, beliefs, and privacy. Teachers will stick to their scope of practice, and encourage their students to show up for themselves, which includes encouraging students to seek professional medical help and diagnostics when asked and when appropriate.

Integrity

Teachers realize that the learning process is never complete and that we all make mistakes. As they learn, teachers that know better will strive to do better. Teachers will strive for honesty and compassion in their intentions, actions, and speech.

Scope of Practice

A teacher is not a medical professional. As such, there shall be no diagnosing any physical or psychological condition. When appropriate, teachers will recommend students to seek professional medical help and diagnostics.

Grievance Policy

A Grievance Policy gives teachers and students an easy and safe way to address troubling or sensitive issues and provides insight on how these issues will be handled.

Information needed to submit a grievance report:

Grievance report must be submitted by the person or persons involved in the incident within 30 days of the occurrence of the incident.

Information required in the grievance report should consist of:

1. Your full name
2. Your email address and phone number- indicate how best to contact you and at what times
3. The name of the person whom the grievance is against
4. A description of the violation of policy
5. Date and location of the violation of policy
6. Names and contacts of any first hand witnesses to the violation of policy
7. Any other credible evidence available

We may request additional information throughout the course of our review of the report and of our investigation.

We will take appropriate action at the end of our investigation of the report to ensure that our standards are upheld in our community.

We will not allow retaliation for any report submitted in good faith on the part of the person submitting the report or of any first hand witnesses to the event.

To minimize bias and ensure that grievance reports are processed fairly, in each case, we shall put together a committee of well-established, knowledgeable yoga teachers as an Ethics Committee, who will review the incident without names. This committee will decide what actions should be taken, if any.

Each report and actions taken at the conclusion of each investigation will be kept confidential.

Anti-Retaliation Policy

Retaliation against any report submitted in good faith on the part of the person submitting the report or of any first hand witnesses to the event will not be tolerated. This is grounds for immediate action.

Retaliation against the person whom the grievance was against after the conclusion of the investigation will also not be tolerated. This is grounds for immediate action.

Anti-Harassment Policy

Harassment Against Members of a Protected Class

We do not permit anyone 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 Harassment in the Workplace

We do not tolerate sexual harassment in the workplace. Sexual harassment refers to any unwelcome sexual advances, sexual attention, requests for sexual favors, and other verbal, visual, or physical conduct of sexual nature.

Sexual Misconduct

We prohibit sexual misconduct in our school. Sexual misconduct refers to any unwelcome and unsolicited sexual advances, sexual attention, sexual touching, including requests for sexual favors, and other verbal, visual, or physical conduct of sexual nature that creates a hostile and threatening environment in any studio or class. Sexual misconduct includes verbal harassment, non-verbal harassment, and physical harassment.

Romantic Relationships Between Teachers and Students

Teachers will be aware of the power imbalance that is present in a yoga room and act accordingly with professionalism and care. This means that they will not invite, respond to, or allow any sexual advances from current students. If a teacher wishes to pursue a romantic relationship with a student that they are already interacting with outside of the yoga studio, appropriate actions must be taken to ensure that ethical boundaries are established.

Attendance Policy

We require 100% attendance to graduate and receive a certificate of completion from our program. Our program expects students to be on time for class, after breaks, and after lunch. Please let our faculty know if you will be late. Class attendance will be taken throughout the training.

In the case of any emergency absences, please notify the program director as soon as possible. If a student has planned absences that conflict with attendance in the program, please contact the program director to discuss options. Each student is responsible for scheduling make-up time with the program director. Students recognize that, if they miss training hours that they have not made up, they will not graduate from the program.

There will be plenty of opportunities for make-up sessions within the time frame of this program that students may attend in case of absences. These opportunities will be included in tuition. However, if the student misses the included make-up sessions in this program's timeframe, absences may only be made up if we have available teacher trainers and studio openings at the rate of \$__80__ per hour.

A leave of absence from the program will be granted due to medical disability or other extraordinary circumstances at the discretion of the program director. In this case our refund policy will apply to unused tuition and the student must reapply for the next available session and pay the difference, if any, of any remaining tuition and/or any related administrative fees. If tuition is increased for the next available session, the student must pay the higher rate.

Refund Policy

Upon receiving an acceptance email, the applicant will be charged a deposit of \$500.

Final invoices will be emailed 3 weeks before the start date of training.

The deadline to pay in full is 1 week prior to the start date of training.

If an applicant withdraws from the program after acceptance, but before the program starts, \$100 from the applicant's deposit amount will be retained by the program.

However, such an amount can be applied towards a future training program.

The program will not give any refunds or credits after the training starts. The program reserves the right to cancel any training before it begins. In that case any payments applicants have made will be refunded in full.

Special Cases: In case a student needs to withdraw from the program due to illness, accident, death in the family, or other circumstances that make it impractical for the student to complete the course, the program will provide a reasonable and fair refund.

Bad Conduct: No refunds will be given if the program removes a student from the program for bad conduct. Bad conduct is violation of the Code of Conduct, harassment, bullying, or any other behavior that is inappropriate or disruptive to the welfare of the program or to fellow students.

Payment Plan:

If a student needs to utilize a payment plan, one will be arranged. Each payment must go through before the continuation of the program. If the student fails to pay for the next portion of the program, no refund will be given, and they will not be allowed to participate until monies owed are paid.

Background and Experience for Lead Trainers and Faculty

Logan Griffith, 500 E-RYT, YACEP has been teaching yoga since 2018. She was certified through Rolf Gates Yoga with her 200HR training and immediately began teaching. She continued to work in a yoga studio and eventually became a manager there, and was able to assist with the facilitation of a couple of 200 hr trainings taking place.

Logan became a certified SUP Yoga teacher in 2020, following that up with YACEP and E-RYT designations in 2021 and 2023. She has since been a mentor to countless other teachers in the Columbia yoga community.

Logan completed Better Way To Flow with Jason Crandell in 2022 and began her 300HR training with him in 2022, finishing up in 2023. She received her 500 E-RYT designation in September 2024, and immediately put into action this course of training. She is excited to continue to learn, grow, and teach others along the way.

Trainer: Trainee Ratio

1:12

Trainee Selection Process:

Trainees may apply at will by filling out the application attached below. There is also a recommendation and referral form that they will need one of their yoga teachers to fill out and turn in. We may reach out to that teacher in regards to the applicant. We will review the application and set up an interview to determine if the applicant is a good fit in the program. Applications must be in to be reviewed at least 3 weeks before program start date. We may accept last minute applications only if there is space in the program.

Teacher Training Program Application

Instructions:

To process your application, please send your complete application no later than 3 weeks prior to the program start date.

Last minute applications may be accepted only if there is space in the program.

Your application should include:

1. This primary application
2. Payment information and waiver
3. Recommendation form

Your lead teacher will then reach out to schedule an interview to make sure you're a good fit for this program.

You may submit this application by email to yogilogie850@gmail.com or hand in a physical copy in person. Feel free to email with any questions that you might have.

To reserve your place in the training, you must submit the complete application with your \$500 non-refundable deposit. Once accepted to the program- most likely on the day of your interview- you will be contacted to let you know your payment has been received and processed.

If you are writing a check, please make it payable to Logan Griffith.

You may pay in cash if you prefer.

You may also pay through Venmo: @Logan-Griffith-11

There are three payment options at this time. If you need special accommodations, please reach out to arrange this at the time of your interview.

Early Bird Registration cut off is 5/14/25.

1. Early Bird Registration, paid in full: \$3300
2. Regular Registration, paid in full: \$3500
3. Payment Plan :
First Payment by 6/6/25 : \$1500
Second Payment by 9/19/25 : \$1500

First payment or full payment is due before the training begins.

Spanda Shakti 200 HR Yoga Teacher Training Application

Name: _____ **Date:** _____

Address: _____

City: _____ **State:** _____ **Zip Code:** _____

Phone: _____

Email: _____

Occupation: _____

EMERGENCY CONTACT:

Name: _____

Phone: _____ **Relationship:** _____

How did you hear about this Yoga Teacher Training (YTT) Program?

Why do you want to take a YTT?

What is your intention for this training? What do you hope to achieve at the completion of this program?

About YOU:

How long have you been practicing yoga?

How many days a week do you typically practice?

What style of yoga do you usually practice?

At which studio(s) do you currently practice?

Do you have a home practice? (Y/N)

Who have been your primary teachers, both past and present?

Do you practice meditation and/or pranayama (Y/N)

What area of yoga challenges you the most?

Do you practice inversions? (Y/N)

Do you practice chaturanga? (Y/N)

Do you practice sun salutations? (Y/N)

Is this your first training? (Y/N) If not, please list prior YTT:

Are you currently teaching yoga? (Y/N) If yes, how many years and where do you currently teach?

Do you teach some other mode of exercise or group class? (Y/N) If yes, how many years, and where do you currently teach?

Are there any medical concerns that would prohibit you from participating in the physical practice of yoga that you would like to let us know about? (This is an optional question- you are welcome to leave this blank whatever the actual answer might be)

In your opinion, what qualities embody a “good yoga teacher”?

**FOR APPLICANT'S CURRENT TEACHER
PROGRAM RECOMMENDATION FORM**

Applicants: please fill out the information section, and submit this form to a teacher with whom you have studied and who can attest to your experience in practicing yoga.

APPLICANT INFORMATION:

Applicant's Name: _____

RECOMMENDING TEACHER INFORMATION:

To the recommending teacher: The candidate above is applying for a 200 HR Yoga Teacher Training program that includes vigorous two hour asana practices. Please fill this form out as best as possible to your knowledge. We may reach out to you to discuss if we feel that we need to- please indicate your preferred method of communication. Thank you.

Recommending Teacher's Name: _____

Preferred Method of Communication: email/ text/ call/ other

Is this student consistent in their practice? (Y/ N)

Can this student straighten their arms in downdog (Y/ N)

Does this student practice inversions? (Y/N)

Does this student practice arm balances? (Y/N)

Briefly describe how long and in what capacity you know the applicant?

Briefly describe if you would recommend YTT? Why or why not?

Please indicate your overall endorsement of the applicant:

Highly recommend Recommend Recommend w/ reservation Not Recommended