

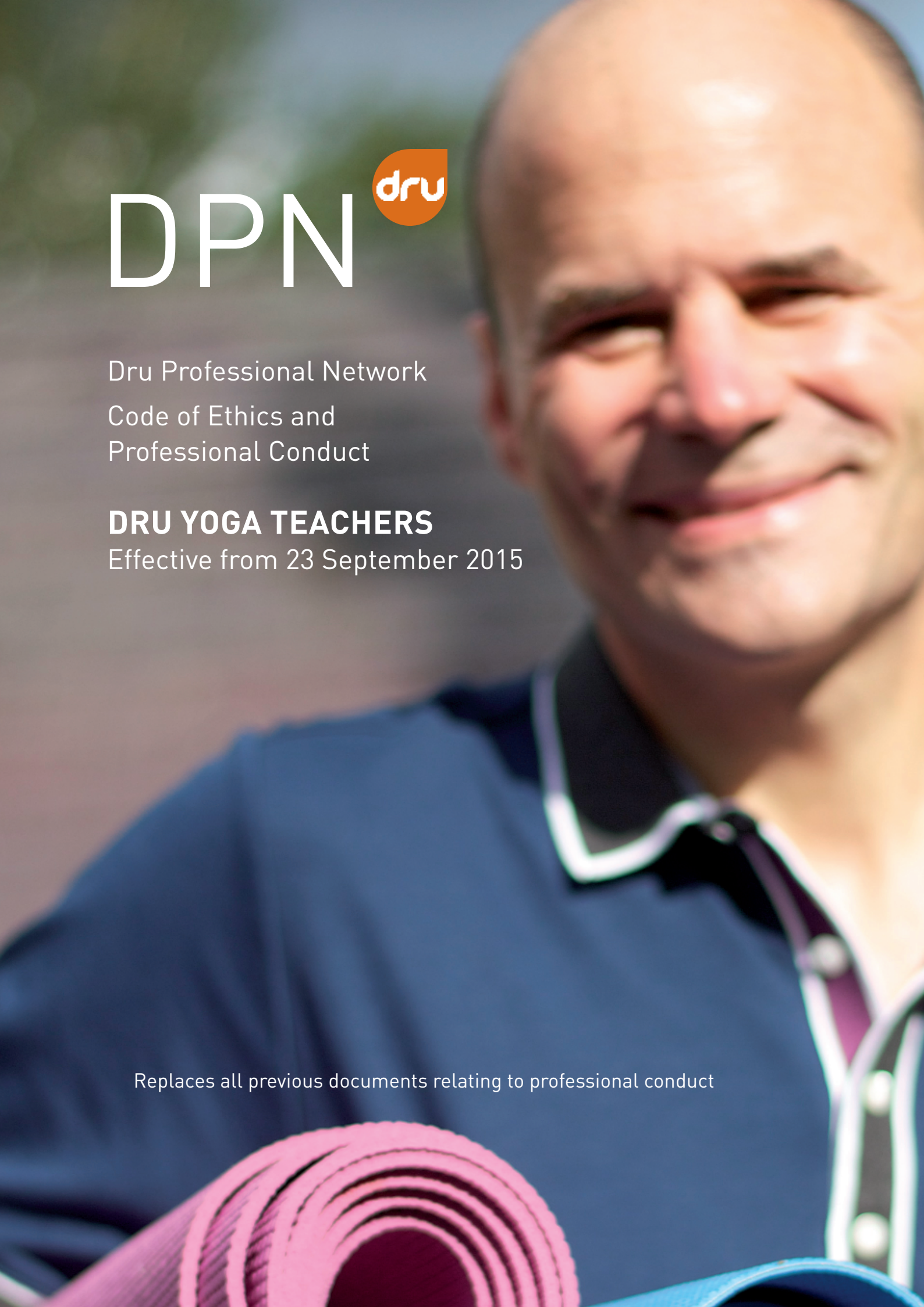
DPN

Dru Professional Network
Code of Ethics and
Professional Conduct

DRU YOGA TEACHERS

Effective from 23 September 2015

Replaces all previous documents relating to professional conduct





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Code of Ethics and
Professional Conduct



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Introduction

Dru (UK) Ltd asserts its intellectual right as the creator and provider of the Dru Yoga Teacher Training Course.

The Dru Professional Network is the professional body for fully qualified teachers and student teachers of Dru Yoga.

This Code of Ethics and Professional Conduct applies to Dru Yoga teachers.

Successful graduates of the DYTTC who pass their final assessment and join the Dru Professional Network (DPN) may describe themselves as 'Registered Dru Yoga teachers' referred to in this Code of Ethics and Professional Conduct as 'Dru Yoga teachers'.

As a result, only Full Members of the Dru Professional Network who have graduated from the DYTTC may call themselves Dru Yoga teachers.

Dru Yoga teachers are eligible to receive the benefits and support that membership of the DPN brings. Dru Yoga teachers may use the abbreviation DPN(Y) after their name to denote DPN membership.

The conduct of a Dru Yoga teacher may affect not only an individual student, but also the reputation or standing of the profession. It is therefore important that Dru Yoga teachers uphold the following standards of ethical and professional conduct.

Dru Yoga teachers must work within the legal framework of their country of residence. This code does not address in detail the range of general obligations that apply to teachers such as those under privacy, child protection and anti-discrimination legislation. Dru Yoga teachers should ensure that they are aware of their obligations under the general law and other legislation and act in accordance with them.

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1 SCOPE OF PRACTICE

Dru Yoga teachers may teach Dru Yoga to the extent that they have established and maintained their ability to work safely and competently, and hold appropriate professional liability insurance cover for that practice. The Dru Yoga Teacher Diploma qualifies Dru Yoga teachers to teach Dru Yoga to groups or individuals but does not qualify them to train others to teach Dru Yoga. Dru Yoga teachers may teach seminars on Dru Yoga, however, they must clearly state that any seminars are organised and taught by them as an individual, rather than by Dru UK.

2 CONTINUING PROFESSIONAL DEVELOPMENT (CPD) TRAINING

In order to remain in the DPN, it is a requirement that full members update their skills by attending post graduate training to a minimum of 12 hours per year. More specific details on what constitutes these 12 hours is described on the DPN website www.drunetwork.com. In the event of extenuating circumstances or valid reasons for not completing CPD training, please contact DPN Member Services.

3 PROFESSIONAL INDEMNITY INSURANCE

It is the responsibility of individual Dru Yoga teachers to arrange Professional Indemnity insurance. Where possible the DPN will endeavour to arrange competitive pricing deals with different insurance providers for its members. The DPN will not accept liability for any claims or losses arising from any of the Dru Yoga activities of any of its members.

4 DUTY OF CARE

Duty of care is enforceable in the civil courts in actions of negligence. Dru Yoga teachers have a duty to act with reasonable skill, care and competence. Dru Yoga teachers also have a responsibility to take all reasonable steps to ensure the safety and wellbeing of their yoga students. Any act of negligence may result in termination of membership (see sections 14 – 17 of this document). Neither Dru UK nor the DPN and its Governing Board will accept or assume any liability resulting from an act of negligence of DPN members.

5 CONFIDENTIALITY

Dru Yoga teachers shall abide by professional standards of confidentiality with respect to information shared with them by their students, and they shall abide by the Data Protection Act of 1998 and any other relevant data privacy legislation.

6 EQUALITY AND DIVERSITY

The DPN is committed to the promotion of equality and diversity and requires all Dru Yoga teachers to teach without prejudice towards all students regardless of their age, disability, marital status, race, colour, ethnicity, nationality, religion or belief, gender, gender identity, transgender, sexual orientation or socio economic status.

7 DIFFERENTIATION AND DISABILITY

Dru Yoga teachers are trained to plan for differentiation within their classes and are expected to teach to a group with a diverse range of abilities. Dru Yoga teachers are required to make provision for students with disabilities in accordance with the Equality Act 2010 and make reasonable adjustments where necessary.

8 PROFESSIONAL BOUNDARIES

Professional boundaries are integral to a good teacher-student relationship. These boundaries refer to the clear separation that should exist between professional conduct and a teacher's personal views and feelings that are not relevant to the teacher-student relationship.

Professional boundaries promote good teaching practice and protect both parties. Good practice involves:

- a) maintaining professional boundaries and objectivity with students
- b) never using a professional position to establish or pursue a sexual, exploitative or inappropriate relationship with a student
- c) avoiding the expression of personal beliefs to students in ways that exploit their vulnerability or is likely to cause them distress

9 PERSONAL AND PROFESSIONAL STANDARDS

Dru Yoga teachers adhere at all times to personal and professional standards of conduct, which reflect credit on Dru Yoga, the DPN, and Dru UK. Dru Yoga teachers act in a manner that maintains the standard of the profession by:

- a) using only titles that correctly describe their professional status
- b) applying fair, honest and reasonable business principles and not bringing discredit to the profession by fraud, forgery, theft or dishonesty
- c) acting in the best interest of students when teaching, making referrals, or arranging tuition or other care

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- d) diagnosing medically only if qualified to do so
- e) informing students when introducing non-Dru Yoga practices or techniques
- f) refraining from teaching or attempting to teach whilst under the influence of alcohol or drugs, or affected by serious illness
- g) not denigrating professional colleagues
- h) respecting the polices, skills, practices and responsibilities of other professions, institutions and organisations that constitute their working environment
- i) maintaining clear and accurate attendance records

10 CONTENTS OF A DRU YOGA CLASS

The aim of a Dru Yoga class or seminar is to give students an experience of Dru Yoga as described in the book 'Dru Yoga: Stillness in Motion' under the section 'Specifically Dru'.

A Dru Yoga class or seminar contains the following core elements:

- 1 Activations
- 2 An Energy Block Release sequence
- 3 A Dru Yoga sequence or postures (this could include EBRs)
- 4 A Deep Relaxation

In addition to the above, a Dru Yoga lesson may also include basic techniques of pranayama and meditation as taught in the DYTTC and at postgraduate events.

11 ADVERTISING AND MEDIA PUBLICITY

Dru Yoga teachers shall ensure that advertising in respect of their professional activities is accurate and conforms to The British Code of Advertising, Sales Promotion and Direct Marketing, which can be viewed on www.asa.org.uk.

12 USE OF THE TRADE-MARKED TERM 'DRU YOGA'

- 12.1 Dru Yoga teachers have permission to use the term 'Dru Yoga' to describe and promote any of their Dru Yoga lessons, seminars and personal consultations. These full members may use the term 'Dru Yoga' in their company names, website names, and e-mail addresses for as long as they are full members of the DPN. If these full members use the term 'Dru Yoga' as stated above, they must use the 'Dru Yoga Registered Teacher' logo and no other Dru logos for these purposes.
- 12.2 Any person who is not a member of the DPN

(graduating from the DYTTC) needs written permission from Dru UK to use the trade-marked term 'Dru Yoga'. This applies to logos, company names, websites, e-mail addresses, and other marketing material.

- 12.3 Any person wishing to produce a saleable product (e.g., book, DVD, CD, online resources, etc) using the term 'Dru Yoga' must obtain written permission from Dru UK.
- 12.4 Full members wishing to produce free online resources using the term 'Dru Yoga' must include:
 - a) a statement, either verbally or in writing, that additional resources and information about Dru Yoga can be found at both druyoga.com and druyogaonline.com
 - b) a statement, either verbally or in writing, that the online content being presented is their interpretation of a Dru Yoga activation, sequence, posture, breathing technique, mudra, relaxation, meditation, etc.
- 12.5 Any use of the term 'Dru Yoga' must not create the impression of representing the Dru Professional Network, Dru UK, Dru UK trainers or Dru UK events.

13 WEBSITES

Full members of the DPN are encouraged to create professional websites with their own photographs to promote their yoga business. They may use text from publicly accessible pages within www.druworldwide.com or www.drunetwork.com to describe Dru Yoga or associated activities, provided that an active link is established to the Dru website where the text was originally found.

Full members may use Dru photographs only from the selection of yoga class posters located on www.drunetwork.com (downloaded after 15 April 2012), and no other Dru photographs for these purposes. Full members using photographs from yoga class posters downloaded before 15 April 2012 must do so with permission from the copyright holder, as some of these photographs may be licensed to internet stock libraries.

14 GOVERNING BOARD

The Dru Professional Network is directed by a Governing Board made up of directors of Dru UK and appointed senior Dru Yoga teacher trainers.

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15 COMPLAINTS PROCEDURE FOR MATTERS PERTAINING TO THE DPN

This clause applies in the event of a complaint about the conduct of a full member of the DPN.

Complaints must be provided in writing to the DPN, with the sender's name and full address and telephone numbers. Thereafter, the DPN's Governing Board may, at its own discretion, discuss the complaint with any Dru Yoga teachers involved.

In the event that the Governing Board decides to terminate a Dru Yoga teacher's membership of the DPN, the teacher will be informed of the decision. The teacher may make an appeal to the Governing Board within one month requesting reinstatement of their DPN membership. Decisions about reinstatement made by the Governing Board will be final.

16 DISCLAIMER

Dru UK is the implementing organisation of the DPN and the Dru Yoga Teacher Training Course. Neither Dru UK nor the DPN and its Governing Board accept or assume any liability resulting from the activities of DPN members.

17 TERMINATION OF MEMBERSHIP

Membership in the DPN may be terminated when:

- a) membership fees are not paid
- b) the Governing Board, after a reasonable investigation, finds that a member of the DPN is in breach of any clause in this document.

Members of the DPN may end their membership by giving one month's notice. The remaining subscription, after that month, will be refunded. When membership is terminated, members are no longer entitled to receive membership benefits.

18 AMENDMENTS

Dru UK reserves the right to make amendments to the structure, costs and administration of the Dru Professional Network without notice. Changes affecting membership will be communicated to all members of the DPN.

**Please keep one copy of this
Code of Conduct for your records**

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