

# DPN

Dru Professional Network  
Code of Ethics and  
Professional Conduct

**DRU YOGA STUDENT TEACHERS**  
Effective from 23 September 2015

Replaces all previous documents relating to professional conduct



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## **DRU YOGA STUDENT TEACHERS**

Effective from 23 September 2015

### **Introduction**

Dru (UK) offers the 200 hour Dru Yoga Teacher Training Course (DYTTC) which is accredited by the International Yoga Alliance and Independent Yoga Network (UK).

The Dru Professional Network is the professional body for Dru Yoga student teachers and fully qualified Dru Yoga teachers. Students of the DYTTC who have passed their interim assessment and have joined the Dru Professional Network may call themselves 'Registered Dru Yoga student teacher' and will be eligible to receive the benefits and support that membership of the DPN brings. DPN members may use the abbreviation MDPN after their name to denote DPN membership.

This Code of Ethics and Professional Conduct applies to Dru Yoga student teachers who are Dru Yoga student teacher members of the DPN (called Dru Yoga student teachers for the purposes of this document). The conduct of a Dru Yoga student teacher may affect not only an individual student, but also the reputation or standing of the profession. It is therefore important that Dru Yoga student teachers uphold the following standards of ethical and professional conduct.

Dru Yoga student 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 student teachers should ensure that they are aware of their obligations under the general law and other legislation and act in accordance with them.

#### **DRU PROFESSIONAL NETWORK**

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## 1 SCOPE OF PRACTICE

Dru Yoga student teachers may teach Dru Yoga classes 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. Dru Yoga student teachers may teach Dru Yoga classes to groups or individuals. You may not teach workshops, seminars or retreats in Dru Yoga. You may not train others to teach Dru Yoga.

## 2 PROFESSIONAL INDEMNITY INSURANCE

It is the responsibility of individual Dru Yoga student 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.

## 3 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.

## 4 CONFIDENTIALITY

Dru Yoga student 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.

## 5 EQUALITY AND DIVERSITY

The DPN is committed to the promotion of equality and diversity and requires all Dru Yoga student 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.

## 6 DIFFERENTIATION AND DISABILITY

Dru Yoga student 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 student teachers are required to make provision

for students with disabilities in accordance with the Equality Act 2010 and make reasonable adjustments where necessary.

## 7 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

## 8 PERSONAL AND PROFESSIONAL STANDARDS

Dru Yoga student teachers adhere at all times to personal and professional standards of conduct, which reflect credit on Dru Yoga, the DPN, and the International School of Dru Yoga.

Dru Yoga student 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
- 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 policies, skills, practices and responsibilities of other professions, institutions and organisations that constitute their working environment
- i) maintaining clear and accurate attendance records

### DRU PROFESSIONAL NETWORK



## 9 CONTENTS OF A DRU YOGA CLASS

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

- > Activations
- > An Energy Block Release sequence
- > A Dru Yoga sequence or postures (this could include EBRs).
- > A Deep Relaxation

In addition to the above, a Dru yoga class may also include basic techniques of pranayama and meditation as taught in the DYTTC. Dru Yoga student teachers may only teach content from the first four course manuals, or as directed by their course tutors, until they become fully qualified.

## 10 ADVERTISING AND MEDIA PUBLICITY

Dru Yoga student 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](http://www.asa.org.uk).

## 11 USE OF THE TRADE-MARKED TERM 'DRU YOGA'

- 11.1 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.
- 11.2 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.
- 11.3 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.
- 11.4 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](http://druyoga.com) and [druyogaonline.com](http://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.

- 11.5 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.

## 12 WEBSITES

Dru Yoga student teachers are encouraged to create professional websites with their own photos to promote their yoga business. They may use text from publicly accessible pages within [www.druworldwide.com](http://www.druworldwide.com) or [www.drunetwork.com](http://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.

Dru Yoga student teachers may use Dru photos only from the selection of student teacher yoga class posters located on [www.drunetwork.com](http://www.drunetwork.com) (downloaded after 15 April 2012), and no other Dru photos for these purposes. Dru Yoga student teachers using photos from yoga class posters downloaded before 15 April 2012 must do so with permission from the copyright holder, as some of these photos may be licensed to Internet stock libraries.

## 13 DISCONTINUATION OF DRU YOGA TEACHER TRAINING

Dru Yoga student teacher membership of the Dru Professional Network terminates immediately if you discontinue your Dru Yoga Teacher Training with the International School of Dru Yoga.

### 14. Upon completion of your training

Having completed your Dru Yoga Teacher Training course you may remain a student teacher member of the Dru Professional Network for up to one year from the date of your final training session. We expect you to take the final teaching assessment sometime within that year. If you do not take final assessment within one year of your final training session, you will be required to re-take a minimum of the second half of the DYTTC, at the tutors' discretion.

## 15 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.

16. Complaints procedure for matters pertaining to the Dru Professional Network

### DRU PROFESSIONAL NETWORK

This clause applies in the event of a complaint about the conduct of a Member of the Dru Professional Network.

Complaints will only be entertained if they are addressed in writing to the Dru Professional Network, with the sender's name and full address and telephone numbers. Thereafter, the Governing Board of the Dru Professional Network may, at its own discretion, discuss the complaint with any Dru Yoga Dru Yoga student teachers involved.

In the event that the Governing Board decides to terminate a Dru Yoga student teacher's membership of the Dru Professional Network, the Dru Yoga student teacher will be informed of the decision and may then make an appeal within one month to the Governing Board to be reinstated as a member.

Any decisions made by the Governing Board will be final.

## 17 DISCLAIMER

Dru (UK) Ltd is the implementing organisation of the Dru Professional Network and the Dru Yoga Teacher Training diploma course. Neither Dru (UK) Ltd nor the Dru Professional Network, nor the Governing Board of the International School of Dru Yoga will accept or assume any liability resulting from the activities of its membership.

## 18 TERMINATION OF STUDENT TEACHER MEMBERSHIP

Membership of the Dru Professional Network 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 of the clauses in this document.

Dru Yoga student teachers may end their membership of the Dru Professional Network by giving one month's notice. The remaining subscription, after that month, will be refunded.

## 19 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 the all members of the Dru Professional Network.

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

### DRU PROFESSIONAL NETWORK