



Dru Professional Network

Code of Ethics and Professional Conduct

Dru Yoga Teachers

Effective from: 20 May 2012

Replaces all previous documents relating to professional conduct

Dru Professional Network (Full members - Yoga) Code of Ethics and Professional Conduct - May 2012

Some abbreviations used in this document

Dru Australia – Dru Australia Ltd

DPN - Dru Professional Network

Dru Yoga teachers – Full members of the DPN, ie ‘Registered Dru Yoga teachers’

DYTT course – Dru Yoga teacher training course

DMTT course – Dru Meditation teacher training course

Introduction

Dru Australia Ltd is the Asia Pacific provider of both the Dru Meditation Teacher Training Course and the Dru Yoga Teacher Training Course. Copyright for these is held by Dru (UK) Ltd.

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

This Code of Conduct applies to Dru Yoga teachers. For Dru Meditation teachers, please see their separate Code of Conduct.

Successful graduates of the DYTT course 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 Conduct as ‘Dru Yoga teachers’.

As a result, only Full Members of the Dru Professional network who have graduated from the DYTTTC 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 Australia.

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 24 hours every 2 years. More specific details on what constitutes these 24 hours is described on the DPN website www.drurnetwork.com.au. 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 or other 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. Any act of negligence may result in termination of membership (see sections 14 – 17 of this document). Neither Dru Australia Ltd 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 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.

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7. Differentiation and Disability

Dru 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 legal instruments governing equal opportunity 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

Members of the DPN adhere at all times to personal and professional standards of conduct, which reflect credit on Dru Yoga, the DPN and Dru Australia. 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
- 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

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10. Contents of a Dru Yoga class or seminar

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 (EBR) sequence
3. A Dru Yoga sequence or postures (this could be part of the EBR)
4. A Deep Relaxation

In addition to the above, a Dru Yoga class or seminar may also include basic techniques of pranayama and meditation as taught in the DYT course 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 relevant legislation.

12. Use of the Trade-marked Term 'Dru Yoga'

Full members of the DPN who have graduated from the DYT course 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 email addresses for as long as they are Full members. If these Full members use the term 'Dru Yoga' as stated above, they are required to use the 'Dru Yoga Registered Teacher' logo and no other Dru logos for these purposes.

Any person who is not a member of the DPN (graduating from the DYT course) needs written permission from Dru Australia to use the trade-marked term 'Dru Yoga'. This applies to logos, company names, websites, email addresses and other marketing material.

Any person wishing to produce a product (e.g., book, DVD, CD, eBook or other downloadable product, etc) using the term 'Dru Yoga' must obtain written permission from Dru Australia.

Any use of the terms 'Dru' or 'Dru Yoga,' as in this clause, must not create the impression of representing the Dru Professional Network, Dru Australia, or Dru Australia trainers or events (www.dru.com.au).

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For this reason, in business names, web/email addresses etc, it is not permissible to use the terms 'Dru' or 'Dru Yoga' along with a place name. This is also intended to ensure that all Dru Yoga teachers in an area have equal access to the public.

13. Websites

Full members of the DPN are encouraged to create professional websites with their own photographs to promote their yoga business. Full members are encouraged to use text from publically accessible pages within www.druworldwide.com, www.dru.com.au or www.drunetwork.com.au to describe Dru Yoga, Dru Meditation or associated activities, provided that a prominent 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.au (downloaded after April 2012), and no other Dru photographs for these purposes. Full members using photographs from yoga class posters downloaded before May 2012 must arrange separate permission from the copyright holders, as some of these photographs may be licensed to internet stock libraries.

14. Governing Board

The DPN is directed by a Governing Board made up of directors of Dru Australia, Dru UK and appointed senior Dru Yoga or Meditation teacher trainers. A list of the current Governing Board members can be found at www.drunetwork.com.au.

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

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17. Termination of Membership

Membership in the DPN may be terminated when:

- a) membership fees are not paid
- b) the Governing Body, 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 Australia reserves the right to make amendments to the structure, costs and administration of the DPN without notice. Changes affecting membership will be communicated to all members of the DPN.

I have read and agree to abide by this Code of Ethics and Professional Conduct.

SignatureDate

Please sign and copy this Code of Ethics and Professional Conduct. Keep one copy for your records and forward the other with your membership application form.