

# Poppy Perinatal Yoga Teacher Training

## CODE OF CONDUCT

### Cleanliness

- Wear garments that cling, to make it easy to see what you are demonstrating.
- Well-groomed hands, feet, hair.
- Clean, odor-free breath and body – no heavy oils, perfumes, or aromas.

### Punctuality, Attendance & Participation

- Be ready to start morning and afternoon training sessions on time.
- Commit to the following: The morning sessions are for you to go through your own processes of healing and focusing on yourself. The afternoon sessions are about you learning to be there for someone else.
- Do not leave in the middle of Talking Circles unless you need to go to the restroom. When returning from the restroom, sit down in your place after the current person has finished speaking.
- Show up to 100% of the training.
- Complete all homework assignments as assigned throughout the training.

### Ethics

- Keep the confidentiality and respect the privacy of your fellow trainees, of the training staff, and of the host studio.
- Respect the rights, dignity, and privacy of all students.
- During hands-on assists practicum and teaching practicum, use hands-on assists that are respectful, helpful, and empowering to the students.

### Chain of Support

- If you need to discuss a problem or issue regarding or concerning the training after training hours, contact the designated the Assistant and discuss with him/her via phone or email.
- During training hours discuss any problems or issues that arise with the Assistants first. Assistants will notify the Teacher Training, or the acting director, when deemed necessary.
- We recommend that you make live or phone appointments with a therapist to help you process the emotional and physical transformations you may experience in this training.

# **GRIEVANCE PROCEDURE**

## **Poppy Perinatal Yoga Teacher Training**

Poppy Perinatal Yoga aims to resolve problems and grievances promptly and as close to the source as possible with graduated steps for further discussions and resolution at higher levels of authority as necessary.

### Statement of General Principles

- Complaints must be fully described by the trainee with the grievance
- The person(s) should be given the full details of the allegation(s) against them
- The person(s) against whom the grievance/complaint is made should have the opportunity and be given a reasonable time to put their side of the story before resolution is attempted
- Proceedings should be conducted honestly, fairly and without bias
- Proceedings should not be unduly delayed.

### PROCEDURES

1. The trainee attempts to resolve the complaint as close to the source as possible. This level is quite informal and verbal.

If the matter is not resolved

2. The trainee notifies the Lead Assistant and Training Director (in writing or otherwise) as to the substance of the grievance and states the remedy sought. Discussion should be held between trainee and any other relevant party. This level will usually be informal, but either party may request written statements and agreements. This level should not exceed one week.

If the matter is not resolved

3. The Lead Assistant and Training Director must refer the matter to the Manager. A grievance taken to this level must be in writing from the trainee. The Lead Assistant will forward to the Manager any additional information thought relevant. The Manager will provide a written response to the trainee. The Manager also communicates with any other parties involved or deemed relevant. This level should not exceed one week following the next scheduled meeting.

If the matter is not resolved

4. The trainee will be advised of his/her rights to pursue the matter with external authorities if they so wish.

**ASSUMPTION OF RISK, HEALTH WARRANTY, AND RELEASE AND WAIVER OF LIABILITY**

Yoga is an individual experience and I understand that I should progress at my own pace while participating in the physically active portions of the Poppy Perinatal Yoga Teacher Training. If at any point I feel overexertion or fatigue, I will respect my own body's limitations and I will rest before continuing Yoga or any other exercise. I acknowledge that participation in the Poppy Perinatal Yoga Teacher Training naturally involves the risk of injury to me and my unborn child. I further acknowledge that specific risks include injuries resulting from over-exertion, physical adjustment, improper or negligent use of equipment, failure to follow trainer instructions, or injuries resulting from participation in an inappropriate level of physical exercise. As such, I understand and voluntarily accept these risks. I represent that I am in good health, at least 18 years of age, have the necessary current medical approval to engage in physical exercise and yoga instructional classes and teacher training and have no disability, impairment, injury, disease or ailment which would cause risk of injury or adverse health consequences as a result of engaging in physical exercise and yoga instructional classes and teacher training. I acknowledge that the Poppy Perinatal Yoga Training Program is relying on this representation and I understand that its owners, instructors, and representatives will neither investigate nor certify my health or my fitness to participate in physical exercise and yoga instructional classes and teacher training.

**RELEASE AND WAIVER OF LIABILITY:** In consideration for my participation in Poppy Perinatal Yoga Teacher Training, I, individually, and on behalf of my relatives, legal representatives, and assigns, agree not to sue and hereby agree to defend, indemnify, release and hold harmless Poppy Perinatal Yoga and its shareholders, owners, officers, directors, members, employees, contractors and agents, and the owner of the facilities (the "Facilities") where the yoga training may occur (collectively, the "Releasees") from all actions, claims, demands, suits, losses, liabilities, charges, expenses (including, without limitation, attorneys' fees), and costs of any nature whatsoever which may arise out of, relate to, or result from, any injury, economic loss or any damage to me, my unborn child or children, as applicable, and my guests or relatives resulting from my participation in physical exercise and yoga instructional classes and teacher training at the Facilities, entry to or use of the equipment, facilities or services at the Facilities, the negligence of to the facility where I am taking my training or anyone at to the facility where I am taking my training or the facility's behalf or anyone using the Facilities equipment, facilities or services, except such as may arise out of the gross negligence or willful misconduct of the Releasees. This release and waiver of liability (this "Release") is intended to be a complete release of any responsibility for personal injuries and/or property loss/damage sustained by me while at the Facilities, whether using exercise equipment, participating in active or passive exercise, or not. I understand that this Release is intended to be as broad and inclusive as is permitted by the laws of the jurisdiction applicable to the facility where I am taking my training and that if any portion of this Release is held invalid, I agree that the balance of this Release should continue in full force and effect.

Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

## **REFUND POLICY**

### **Poppy Perinatal Yoga Teacher Training**

All tuition fees must be paid in a timely manner in accordance with the deadlines specified:

Relevant deposit upon registration.

No refunds, credits or transfers are available for cancellation prior to the start date of any Teacher Training. Poppy Perinatal Yoga reserves the right to amend this policy at its sole discretion.

# TERMS AND CONDITIONS

## Poppy Perinatal Yoga Teacher Training

1. I intend to and shall participate in a Poppy Perinatal Yoga class, workshop, retreat, teacher training, continued education program and/or other yoga-related teaching program or events (hereinafter Teaching Program) offered by Poppy Perinatal Yoga, through its principal teacher Catherine Allen and authorized lead trainers, during which course I shall receive instruction concerning yoga exercises and I shall practice yoga exercises.
2. I understand that yoga in general and Poppy Perinatal Yoga in particular involves strenuous physical activity, which may require balance, flexibility, muscle strength, aerobic fitness, mental concentration and other physical and mental abilities. I understand that yoga classes and the practice of yoga may be physically and mentally stressful and tiring, and that such classes and practice can result in new injuries or in re-injuring old injuries, including muscle soreness, strains, sprains, pulls, or tears, cuts or bruises, illnesses, or other unforeseeable risks which cannot be specified in advance. I have previously taken yoga classes or have otherwise conducted sufficient research into the practice of yoga to fully appreciate the type of activities taking place in yoga classes.
3. In consideration of the foregoing, I hereby represent and warrant that I am in good physical condition and do not suffer from any disability, illness, impairment, disease, infirmity or condition which would limit or prevent my full participation in this Teaching Program. I further represent and warrant that:
  - either I have had a physical examination and have been given my physician's permission to participate in this yoga program, or
  - I have, after careful consideration of my physical and mental condition at present, decided to participate in this Teaching Program without the approval of my physician, and
  - in either event, I do hereby voluntarily assume all responsibility for my participation and activities in this Teaching Program and for any risks, injuries or damages which I might incur as a participant in the Teaching Program, including without limitation, traveling to or from and entering or leaving the location or premises at which the Teaching Program is held and making use of its facilities, participating in the Teaching Program itself, practicing or training for participation in the Teaching Program and any and all components of the curriculum offered under the Teaching Program, performing on my own the exercises, routines and yoga postures I have learned at the Teaching Program (either before, during or after the Teaching Program), and being instructed by paid or volunteer yoga instructors in at the Teaching Program.

Notwithstanding the foregoing, if I do have any physical injuries or conditions, which might hamper my yoga practice, lead to pain or injuries when practicing yoga, or affect my participation in the Teaching Program in any other way, I shall promptly inform Poppy Perinatal Yoga or Catherine Allen in writing of those injuries or conditions at any point in time as such conditions may arise.

4. I agree to remain fully aware of my physical and mental conditions and limitations and I assume full responsibility for my physical and mental conditions and limitations while participating in this Teaching Program. I understand that I am at all times responsible for using sound judgment to ensure that I practice yoga at a pace and level of effort that feels safe and appropriate to me and my physical and mental conditions. I further agree to follow all rules and instructions of the persons teaching or assisting in this Teaching Program. I further agree that I shall not commit any actions that might impair my physical and/or mental condition and functioning, which might result in my being in a physically and/or mentally impaired state during any part of the Teaching Program, for example: using alcohol, illegal drugs or other harming substances.
5. In consideration of my admittance to participate in this Teaching Program, I, for myself, as well as for my heirs, guardians, executors, administrators, successors and assignees, hereby release (forever and irrevocably) Catherine Allen and Poppy Perinatal Yoga, any teachers or assistants involved in any way in the offering or the provision of this Teaching Program, the sponsors, host and facility providers of this Teaching Program, the directors, officers, shareholders, employees, agents and attorneys of each of the foregoing, the licensees, successors and assigns of the foregoing, and any other parties acting in concert with any of the foregoing (with all the foregoing parties being hereinafter collectively referred to as the Released Parties), from any duties, agreements, claims, counter-claims, debts, obligations, costs, expenses, loss of services, actions, risks, injuries, damages, accidents, liabilities, claims, demands, judgments, losses, costs and causes of action of any kind whatsoever arising or resulting from or relating in any way (in whole or in part) to my participation in this Teaching Program or any other yoga program with any of the Released Parties in the future, regardless of whether any such claims, injuries, etc. result from my own actions, inaction or negligence, the actions, inaction or negligence of other participants to the same or future Teaching Programs, the alleged actions, inaction or negligence of any of the Released Parties or any combination of the foregoing. No representations of any kind have been made to me by any of the Released Parties to induce me to sign this release form; I am signing this form because I wish to attend a Poppy Perinatal Yoga Teaching Program.
6. Without prejudice to any considerations herein, I agree not to sue or bring any legal claim, proceeding or action against any of the Released Parties (and I hereby knowingly, voluntarily and expressly waive any right to bring any such action) for any action or inaction (including any action or inaction constituting negligence) of the Released Parties resulting in personal injury, defamation, libel, invasion of privacy or any other similar harm as a result of my participation in this Teaching Program, irrespective of whether the cause, nature or existence of any such claim is known or unknown to me at this time. I understand that some of the potential injuries I might suffer in yoga classes are foreseeable, and that others are unforeseeable and that any such injury, which I do suffer, may be known or unknown to me for any given length of time. To the extent permitted by law, I hereby waive and relinquish all rights and benefits I might have now or in the future under any federal or state statutes or common law provisions that either (i) do not extend to claims which I do not know or suspect to exist to be in my favor at the time of executing this release that, which if known, would or might have materially affected my agreement to the provisions of this Agreement or (ii) otherwise prevent or hamper the enforceability of releases or waivers of claims under this Agreement.
7. Should any part of this Agreement be found invalid or not enforceable by law, I understand and agree that the remaining provisions of this Agreement shall remain to be in force and continue to be enforceable to the greatest possible extent. Any modifications to this Agreement must be in writing agreed by both parties. This Agreement inures to the benefit of myself, Poppy Perinatal Yoga, and the

Released Parties involved in offering this Teaching Program and represents the entire agreement between concerning such Teaching Program and the subject matter hereof.

8. I hereby consent to the participation in interviews, the use of quotes, and the taking of photographs, movies, audio recordings or video tapes/film whether now known or hereafter created. I also grant to Catherine Allen and Poppy Perinatal Yoga the right to edit, use, and reuse said products for promotional and commercial purposes including use in print, broadcast, telecast, compucast, cassette, cartridge, film, recording, or any other electronic, analog or digital form of content (e.g., audio, video, data or images) distributed, transmitted or stored in any manner (including, but not limited to, any content distributed over, or stored on, the Internet), and all other forms of media whether public or not (hereinafter each such product referred to as a Recording). I also hereby release the Poppy Perinatal Yoga and its agents and employees from all claims, demands, and liabilities whatsoever in connection with the above and forgo any rights to royalties in perpetuity.
9. I acknowledge and agree that I have no right, claim, title or interest in or to, and that Poppy Perinatal Yoga and Catherine Allen owns all right, title and interest in and to, any and all Recordings and any and all collective works in which all or any portion of a Recording is incorporated (including, without limitation, all copyright therein). I waive any right to inspect or approve any finished product(s) incorporating my name, likeness, or photograph and/or all or any portion of any Recording, including without limitation any picture, video, compilation, collective work, written copy, sound recordings and/or edited audio visual works that may be created and appear in connection therewith (collectively, a Finished Product).
10. As a student of your training course, I consent to my contact details (name, email and phone number) being passed onto our partners, Yoga Alliance Professionals, so they can contact me directly and invite me to register as a Trainee and Teacher. I understand that I have the option of opting out of this registration process.

I hereby represent and warrant that either:

- I am at least eighteen (18) years of age and am competent in all ways to sign this Agreement and I realize that this is a legally enforceable and binding document. By clicking the box below I certify that I have read and understood every part of this Agreement and I agree to comply with all of its terms and conditions; OR
- I am the parent / legal guardian of the applicant (the Applicant). I understand that I assume full responsibility for the Applicant while he or she is participating in the Teaching Program. By clicking the box below I certify that I have read and understood every part of this Agreement and I agree to the terms and conditions thereto on behalf of and for the Participant. I represent and warrant that I am competent in all ways to sign this Agreement and I realize that this is a legally enforceable and binding document.