

Mindful Yoga Teacher Training

program catalog 2023

become witness to yourself

self awareness

self acceptance

self transformation

self fulfillment

contact:

Kaitlynn Kiela

920.892.6024 kaitlynn@plymouthyoga.com

208 E Mill St. Plymouth, WI 53073

Our Mindful Yoga Teacher Training program emphasizes the importance of self-discovery using the classic techniques of yoga and meditation in unique and creative ways. The program begins by focusing on your personal development with the mindset that you are your first and most important teacher. Beyond the skills needed to teach yoga, you will learn the significance of the path of a yoga teacher. Your path begins with mindfulness and the practice of keen observation. With simple tools, you learn to be mindful and stay present to yourself, to your students, and to the world around you. These practical tools include:

- Conscious breathing
- Meditation
- Deep listening
- Oscillation of awareness
- Thorough description

Observation of your experiences along this path is your greatest source for gaining knowledge and inspiration. First, you will witness your ability to ground your practice in a yoga routine. Then, you will move your practice out of routine and into creative and nourishing expression. You will learn to design inspiring, safe, and transformative experiences for yourself and others. Through practice within our group, you will gain confidence in your own yoga study, as well as confidence in your ability to teach others. The Mindful Yoga Teacher Training integrates a diversified training method that allows trainees to learn various ways to teach:

- Learn anatomy and biomechanics, and how to practice yoga that honors the human body.
 - Learn techniques to hold space for others to find mental clarity and stability.
 - Learn adaptive ways to make yoga accessible to different populations.
 - Learn to witness the student in front of you and teach for them.
 - Practice building confidence and finding voice.
- and most importantly:*
- Learn to teach yoga in a way that is authentic to you.

You will practice the basics of hatha yoga including vinyasa (flow) yoga, gentle yoga, restorative yoga, yoga nidra, and yin yoga. Each module, you will study the history, philosophy and ethics of yoga using the eight-fold path of Patanjali's ashtanga yoga and wisdom from the Bhagavad Gita. You will inspect how philosophical principles appear in our society, in our yoga community, and in your personal relationship to yourself and others. You will learn anatomy as a deeper understanding of the self and how to nourish the body through yoga. You will learn how to develop and maintain your own home yoga practice, and take yoga into self-care, healthy communication, and other aspects of life.

Although this Mindful Yoga Teacher Training is designed to provide initial training to be a yoga instructor, it is also available as continuing education to certified yoga instructors. You can use this training as a foundation for any style of yoga you wish to teach. Additionally, yoga enthusiasts who want to deepen their own personal yoga and meditation practice are strongly encouraged to use this program for enrichment and self-transformation.

The Mindful Yoga Teacher Training is a 200-hour yoga teacher training program featuring a partnership of skills, philosophy, education, experience, talent, and training with instructors Kaitlynn Kiela (E-RYT200, RYT500) and Jessica Kohn (E-RYT 500, YACEP) and other qualified local instructors. All instructors are like-minded in their philosophy of yoga, yet each bring their own unique skill set and background to create a one-of-a-kind yoga training experience of high caliber and integrity.

The Mindful Yoga Teacher Training Program is approved by the Education Approval Program of Wisconsin and registered with Yoga Alliance.

Kaitlynn Kiela

Kaitlynn is a founding member of Sheboygan County Yoga Co-op, and before this owned and operated a yoga studio for 8 years. She is an Experienced Registered Yoga Teacher (E-RYT500) with Yoga Alliance. She completed her 200 hour training in 2010, and 500 hour in 2018.

Kaitlynn began practicing yoga at her campus rec center in college, but it wasn't until she traveled to India in 2008 that she began to understand the many aspects of yoga and its importance in her life. She sought out more yoga inspired experiences, like a vedanta philosophy retreat, Iyengar based yoga study, and Vipassana meditation. Inevitably, she learned yoga is far more than a physical practice, and goes beyond a mental exercise. It is now a whole life practice, moment to moment, and the spaces in between.

Kaitlynn likes to create class environments where students feel comfortable to learn their own strengths and weaknesses, and give students a chance to be in collective stillness. When Kaitlynn began assisting at teacher training she developed a profound admiration for Marci Tousey's major training component: becoming a witness. The ability to observe and describe our own experience is a path to true understanding of the authentic self, it's an invaluable tool to teach ways of feeling and cultivate awareness. This is mindfulness.

Kaitlynn continues to live yoga through being outdoors, and experiencing gratitude of our environment. She appreciates growing, preparing, and eating nourishing foods, and connecting to others by sharing space for stories and quiet.

Jessica Kohn

Jessica is a share owner-member of Sheboygan County Yoga Co-op since 2021 and has taught at many local reputable yoga studios. She completed her 200 hour certification in 2012 and the 500 hour in 2016.

Jessica's classes offer a balance of ease and exploration. This, plus gentle assurances, remind students to move on their mats from a non-judgemental mind set. To be able to carry lessons from the mat out into the world with grace is empowering and shows that our growth on the mat goes beyond touching our toes.

As a young adult suffering from headaches, Jessica looked to alternative answers for relief. Yoga was the most effective solution, and thus a commitment to yoga was born. Her practice fluctuated for some time, and in spite of long stretches of not having a regular yoga practice, the call of the mat was never far. It was a maternity yoga class that reignited her commitment and motivated her to seek out a local yoga teaching program.

Early in her career as a yoga professional, Jessica had not anticipated that the desire to teach others to become yoga teachers would be part of her journey. But just as the desire to share her love of yoga inspired her to become a yoga teacher, so has the desire to teach yoga teachers arised. Everything in its own time, as they say!

When not teaching a class, Jessica is very much a homebody. She enjoys cooking, always has a small stack of books to read, and never tires of her favorite movies.

Mission Statement

1. Offer a teacher training program that cultivates awareness of the present moment as the foundation for developing the skills necessary to be a compassionate, intuitive, and respectful yoga teacher.
2. Assist teacher trainees with developing a personal yoga practice that is firmly grounded in the eight-fold path of Patanjali's ashtanga yoga.
3. Offer a concise and useful review of basic anatomy, physiology, and kinesiology principles as they apply to yoga asanas.
4. Develop somatic awareness through the use of observation, description, oscillation of attention, and breath as a way to witness movement and alignment patterns of self and others.
5. Foster an open, honest, and compassionate environment within the community of yoga teachers and yoga students where feedback is provided thoughtfully and with intention.
6. Encourage the integration of classical yoga wisdom with our current day (direct) experiences.
7. Be non-sectarian and open to all who aspire to be yoga teachers as well as yoga enthusiasts who aspire to deepen their own practice.

Admission

To be accepted into the full 200 hour certification, it is strongly recommended that applicants meet the following:

1. Sixteen years of age.
2. 50 hours of classroom practice with a yoga teacher. If you live in an area where yoga instruction is unavailable, please include documentation of your personal practice time.
3. One year of yoga practice.
4. Personal meditation practice or strong desire to develop a personal meditation practice.
5. A signed Code of Ethics in which you are agreeing to adhere to behavioral standards outlined by the Mindful Yoga Teacher Training and accepted by Yoga Alliance.
6. Completed Application, found on the Sheboygan County Yoga Co-op's website

**Notice of Non-Discrimination Policy: To preserve an equitable, responsible, and humane atmosphere for work and study, Sheboygan County Yoga Co-op affirms to the principle that its students, teachers, and staff have a right to be free from discrimination. Sheboygan County Yoga Co-op does not discriminate on the basis of gender, race, color, religion, national or ethnic origin, marital status, age, or sexual orientation in its teacher training program, classes and workshops, or employment practices.*

Tuition

Upon acceptance to our program, we require a \$185 deposit to reserve your placement. Participants are then able to register for the entire training program. Total course requirement for CYT-200 includes 10 separate Modules. Each Module requires a cost of \$295 with payment required 2 weeks prior to the Module weekend.

Textbooks and on-line anatomy course work costs are minimal. Textbooks are expected to be purchased by student prior to Module 4. Anatomy book *Functional Anatomy of Yoga by David Keil* can be purchased at reduced cost at Sheboygan County Yoga Co-op.

Code of Ethics Agreement

Acceptance into the Mindful Yoga Teacher Training program requires that all yoga teacher trainees read and agree to the teaching code of ethics (at end of this course catalog). The code of ethics applies to all teachers, staff, and students enrolled in the Yoga Co-op's Mindful Yoga Teacher Training program. Students who behave inappropriately and do not adhere to the Code of Ethics will receive one written warning. A second incident results in a student being unable to

continue the training program. Terminated students wanting re-admittance to the program may reapply in writing after completing 100 documented hours of community service and 100 documented hours of yoga practice.

Program Requirements

Completing all the components of this Mindful Yoga Teacher Training qualifies the graduate as a Certified Yoga Teacher at the 200 hour level (CYT-200) adhering to the curriculum standards required by Yoga Alliance. This program's requirements include:

- 10 weekend modules (*see schedule*)
- Yoga anatomy video coursework, quizzes, and other reading assignments
- Written observations/ description exercises
- Practicum classes (4) with evaluations
- Reflection and discussion topics
- Practice teaching exercises
- Minimum 20 minute daily personal yoga practice
- Minimum 10 minute daily personal meditation practice.

Assignments are given two weeks prior to the module weekend once payment has been received. Use this time to acquaint yourself with the course content, prepare and practice.

The first 3 modules are prerequisite for all subsequent modules.

The first 8 modules are prerequisite for the final 2 modules.

It is highly recommended to complete all 10 modules within one continuous program offering.

In order to receive a certificate of completion, all modules must be successfully completed within a 3 year period, in the event that all 10 cannot be attended within one program offering.

The 2023 program schedule contains ten weekend modules. Weekend Schedule is Friday 5:30-8pm, Saturday and Sunday 9am-5pm

1 Foundations of Yoga - Aug. 11-13*	6 Authentic Living - Oct. 27-29
2 Philosophy of Yoga - Aug. 25-27*	7 Adaptive Yoga - Nov. 10-12
3 Yoga of Restoration - Sept. 15-17*	8 Advanced Practices - Dec. 8-10
4 Practicum - Sept. 29-Oct. 1	9 Warrior Weekend - Jan 12-14**
5 Authentic Teaching - Oct 13-15	10 Mindful Retreat Weekend Jan 19-21**

* *Wellness Weekend Modules: required to attend all other modules*

***Module 9 and 10 are examination weekends, all other modules must be completed.*

Subsequent Module Registration

Registration in subsequent modules must be done a minimum of two weeks prior to the module's start date. There is preparation required for subsequent modules, upon registration you will receive the information required to attend the upcoming module. Each module costs \$295 and includes benefits of the Community Supported Yoga (CSY) program of the Sheboygan County Yoga Co-op. This includes reduced rates for Yoga Co-op classes and offerings, and the Yoga Co-op's book library as resources to enhance your experience during your time in this teacher training program. *Trainees that are already enrolled in CSY will have their ongoing payments suspended for this duration, and CSYs who have paid in full will receive a rebate in the form of class passes added to their account.*

Catalog Changes

Although every effort is made to ensure the accuracy of information contained in this catalog at the time of publication, some revisions may be made during the program year.

Location of Classes

Classes will be held at the Sheboygan County Yoga Co-op, 208 E. Mill St, Plymouth, Wisconsin.

Module 1: Foundations of Yoga

Laying the groundwork for your practice.

In this module we introduce integral parts of yoga and the discipline of making yoga a daily practice. You will gather an understanding of the 5 tenets of yoga from Sivananda Yoga: Yoga Exercise, Deep Breathing, Relaxation, Positive Thinking, and Healthy Eating. Through this practice you find a wealth of support and guidance for the life you were born to live. You will live as a mindful observer, you are becoming a witness, and you are becoming a teacher. To form a practice of any sort, we start with the most basic elements, and begin to explore and refine. Each time you practice, you learn more about yourself in a truly foundational way: your body in a posture, your energy in a breath, your mind in meditation, in all the systems of the body that work together to make you who you are. In this training you will learn the tools to help you begin or deepen your practice of yoga on and off the mat.

What does yoga teach you about yourself?

How can you be a true witness to your authentic self?

How does mindfulness enhance your connection with yourself and others?

Module 2: Philosophy of Yoga

Learning the love of wisdom and self inquiry.

In the Philosophy module, you will learn principles of yoga ethics and how they pertain to you on a personal level. Whether from an ancient lineage or through modern interpretations, the study of philosophy is only useful when we understand our own philosophy, and how we live with yoga. We'll introduce texts like the Bhagavad Gita and Yoga Sutras and see how they apply in our own timeline. Combining long-lived concepts like Yin and Yang with contemporary studies will help you form a personal philosophy and learn how this, too, is a practice in mindfulness. You will see how the continued practice of asana, pranayama, and meditation leads to self inquiry, curiosity, and *svadyaya*, the study of the self. These elements are highly necessary as we continue down the path of becoming mindful, becoming a witness, and becoming a teacher.

What sources influence how you understand yourself and the world around you?

What is your source of inner wisdom?

What are your words to live by?

Module 3: Yoga of Restoration

Honoring and caring for your whole self.

In the Restoration module we will learn the importance of self care, and the restorative nature of yoga practices. We continue to know ourselves as a witness, and learn principles that encourage us to renew and revitalize ourselves each day. We will acknowledge our whole self, body, mind, emotion, and spirit. We will look at the study of ayurveda and how it uses energetic

understanding to address imbalances. We will learn about parts of the nervous system, and how our training affects the inner workings of our system as a whole. How we hold our posture, how we respond physically and mentally, how we rest all become patterns in our nervous system. We will delve into the concept of the whole self, and to feel whole we may need to invite parts of ourselves that are ignored to reconnect and restore the whole.

Who are you, when you feel your most authentic self?

What does it feel like to be nourished and well cared for?

What parts of you get neglected or overlooked?

Module 4: Practicum

Yoga in your world.

We continue to honor that the discipline of yoga is a practice, and now introduce how teaching yoga is its own separate practice. In this module we will introduce your teaching practice, both in the nuts and bolts of what you are expected to complete for this training, as well as some of the first steps in practice teaching. We look at different styles of yoga, and review the foundations of yoga sutras that go beyond the asana we often find in studio classes. Understand that there are many ways to teach, and many paths to follow. It is not about choosing the right one, but by practicing mindfully you will learn, and grow, and adapt as a yoga teacher.

Before growth, we must first have stable ground: here we begin our study of asana through anatomy and alignment - you will begin with an understanding of your feet, ankles, and knees, as the foundation of many poses.

How do you get grounded when you are feeling uncertain and doubtful?

What makes you feel steady and safe?

How does the consistency of a mindful yoga practice help build a strong foundation?

Module 5: Authentic Teaching

Finding and trusting your voice.

You are developing as a teacher from a place that is uniquely you. You are now practicing yoga as a student and practicing teaching as a yogi, and practicing being a witness to both. Each week you know your true self a little bit more, and each week you are becoming more of your most important teacher. Notice what you are drawn to learn and understand, and what you are drawn to teach. Notice how you learn from yourself.

As you make room for yourself to grow into your own teacher, we look at the ability to move and shift and make changes as we learn: here we study asana through the anatomy of the hips and pelvis: parts of the body that allow us to move freely.

How do you let yourself grow and change without losing your grounding?

How do you learn to fail and have the flexibility and resilience to try again?

How does yoga practice make you into an authentic teacher?

Module 6: Authentic Living

Living mindfully, every day.

We return again and again to the principles of yoga philosophy and the daily practice of choosing to live mindfully. In this module we are reminded that the practice of yoga is for our day-to-day lives, not solely within a yoga studio or within asana. As we continue to learn and refine our skills as a yoga teacher, we also continue to learn and refine the skill of being human - being true to yourself and present to others.

As we look into our core sense of self, we also study the core of the body through the spine and trunk. You learn that the core of your authentic self, requires stability, as well as adaptability in order to change and heal. Develop an ethical code that honors your core. We'll discuss ethics in the yoga world, the world at large, and yourself.

How do you identify what is the “right” thing to do and know what action to take?

What makes your behavior ethical or unethical?

Is it possible to create a code of honor that you can follow without fail?

Module 7: Adaptive Yoga

Modifying and enhancing practices

In this module, you will expand your understanding of yourself as a teacher, and as a witness to others in their yoga journey. Yoga is a deeply personal experience, yet we learn from the experience of others. A teacher may guide a practice that is curated for one person in a room, but the whole class benefits. We look at varying populations and how to adapt yoga to the students in front of you.

Understanding the anatomy and biomechanics of the body helps us to guide participants safely through their practice. You will research common conditions that you may experience yourself or encounter while teaching a yoga class. We discuss the risks involved in yoga and how to protect yourself and your students. Learn how authentic presence with a student can be the most important assist.

How does your adaptability allow you to flourish?

How does your personal experience help or hurt what/who you see in front of you?

How do you experience privilege, exclusion, or prejudice in yoga?

Module 8: Advanced Practices

Finding and facing the edges.

One of the most important roles as a yoga teacher is to hold space for others to advance their practice of yoga. Students need to be in a safe place with someone they trust in order to connect to themselves in an authentic way. This is especially true when students encounter vulnerability, whether in a complex yoga posture, an uncomfortable stillness, or learning something unfamiliar. You will learn to hold space for others by leading pranayama and guided imagery, and understand the impact of being present to others, even when not saying anything. You will also learn to lead yourself and others through challenging asanas, particularly understanding how the consistent practice of simple poses naturally leads into more difficult ones. This module reminds us that a deep fulfilling personal practice is the foundation for authentic teaching.

Our anatomy focus is the shoulders, arms and hands, the challenges faced by weight bearing on the hands and arm balances, and also the part of the body where we reach out to others. We will reach out physically as you learn about hands-on adjustments, as well as the compassion and connection that develops within teacher space.

How do you balance confidence and uncertainty?

How do you maintain a safe space for others to practice difficult/challenging aspects of yoga?

What is your role in meeting challenges in your own yoga practice?

Module 9: Warrior Weekend

Standing up for yourself.

Through this training you have strengthened your relationship to your inner witness and your inner warrior. Your inner warrior shows up to defend your authentic self. In this module you will lead your fellow trainees through a yoga sequence of your own design. As a teacher, you will hold space and be a witness to others, and continue the life-long practice of being mindful to yourself. We will discuss yoga in partnership, the premise and practice of cooperatives. We learn that, despite yoga being a deeply personal practice, we don't have to fight our battles alone, and there is strength through connectivity and training together as yoga warriors.

What does it mean to be a warrior?

What does it mean to be a teacher?

What are the battles that you encounter, and how do you connect to your inner warrior?

Module 10: Mindful Retreat Weekend

Letting it soak in.

In this module we spend our time connecting to mindful practices that bring peace and balance and a sense of contentment (santosha). You will lead and share mindful experiences while continuing to be a witness to yourself and a witness to others. Through meditation, imagery, relaxation, and mindful movement, you connect to your authentic self as a teacher and student. We will revisit the tale of the Bhagavad Gita, and bring the story to life in the modern day, and in our individual lives.

The gita is one of many guides on your path as you leave this teacher training. Your most valuable guide is the one that is in yourself. We will salute the inner teacher and connect to intuition as a source that lights the way. As teachers, we never stop learning. We blend information from the outside world, formal coursework, discussion with fellow yogis, and our own practice. When you connect to your inner teacher, you can trust that you will move forward in our world from a place that is mindful and authentic to your true self.

Final Evaluation

Certification is based on adequate completion of all elements of final examination:

1. Written test

Evaluation in Humanities, Anatomy, Yoga Techniques, and Professional Skills.

2. Anatomy presentation

Demonstrate understanding of how a yoga posture is put together within the human body, to describe the position of each joint and some of the key anatomical features of a posture.

3. Teaching examination

- a. Part I: Warrior exam

Evaluation of skills of instruction, witnessing, demonstration, verbal cues, knowledge of yoga philosophy and human anatomy, and the ability to clearly instruct. You will be assigned a yoga topic that you must weave into your teaching just prior to leading the group in a yoga class you have practiced.

- b. Part II: Mindful exam.

The meditation exam is a practice in holding space for others, leading a practice of relaxation/concentration/meditation from start to finish.

Attendance, Refund, and Dismissal Policies

Attendance is required and recorded at each class. If you foresee missing any portion of a module, enrollment in that module is discouraged. A student who is enrolled for certification in the Mindful Yoga Teacher Training program and withdraws from any module must do so in writing and the date and the time the letter is received is the official date of withdrawal. The lead trainers will notify students of dismissals in writing. Students who are enrolled in the Mindful Yoga Teacher Training program who terminate or are dismissed after attending any portion of the module, but before completing 60% of the module are entitled to a pro-rated refund as follows:

- Withdrawal prior to the start of the module 100% refund
- Withdrawal after start of the course but prior to 10% completion, 90% refund
- Withdrawal after 10% completion but prior to 20% completion, 80% refund
- Withdrawal after 20% completion but prior to 30% completion, 70% refund
- Withdrawal after 30% completion but prior to 40% completion, 60% refund
- Withdrawal after 40% completion but prior to 50% completion, 50% refund
- Withdrawal after 50% completion but prior to 60% completion, 40% refund
- Withdrawal after 60% completion or more, No refund

A student will receive the refund within 40 days of the termination date. If a student withdraws after completing 60% of the module and the withdrawal is due to mitigating circumstances beyond the student's control, the school will refund a prorated amount.

For any missed hour of class, a make-up lesson must be scheduled with the instructor in order to meet certification requirements. If a private lesson is necessary, the student will be charged a \$60/ hour private consultation fee. Missing more than 20% of any course results in an incomplete for the course and the student must re-register at 50% of the course fee if their hours cannot be made up.

Classes start promptly on time. Please arrive to class approximately 10 minutes early to adequately prepare for the learning process. Missing more than 20 minutes of class time is equal to missing an hour of class and will require a make-up lesson. Students attending modules for non-certification or students auditing a course should comply with all attendance policies and complete all homework and reading assignments.

All classes are graded on a pass/fail basis. Homework assignments that are completed unsatisfactorily can be resubmitted up to two times and within two weeks after the last day of the module. Incompletion of a course in the allowable time frame receives a failing grade and the student must re-register, repay, and re-attend that module until it is successfully completed for certification in the program.

Student Responsibility

It is the student's responsibility to ensure that all requirements are completed prior to certification. Every student is personally responsible for all information printed in the Mindful Yoga Teacher Training catalog and updates that occur thereafter including knowing, understanding, and adhering to the training program's Code of Ethics. Students are responsible for all homework requirements for each course within the time frame allowed. Lead trainers and the Sheboygan County Yoga Co-op cannot be held responsible if a student misses a pre-requisite course and is unable to attend another course as planned. Yoga Alliance 200 hour RYT certification requires a minimum amount of contact hours. For any part of a module where a student has to arrive late or leave early, these hours must be made up.

Employment Assistance

Employment as a yoga instructor more often than not is on a part-time basis. The principal services of the Mindful Yoga Teacher Training program is to provide training to become a yoga instructor or provide continuing education to current yoga instructors. Sheboygan County Yoga Co-op does not guarantee our graduates a job, though we strive to assist those who wish to teach locally.

The employment assistance comes in the form of connecting graduates to positions that become available through organizations seeking out qualified yoga instructors. We will also assist in further mentoring when questions arise in your teaching position, or helping to navigate teaching situations that are unfamiliar (example: creating sequences for specific populations, dealing with particular student-teacher situations that arise).

Sheboygan County Yoga Co-op recommends that recently certified yoga instructors begin their careers by connecting to community service organizations as a way to become known within the community as a yoga teacher. Community service organizations include schools, senior centers, teen groups, health centers, etc. Paying opportunities are also available at local YMCAs, health clubs, community recreation centers, yoga studios, hospitals, salons, spas, and chiropractic offices. Sheboygan County Yoga Co-op will make every attempt to inform its graduates of available opportunities in the community. Graduates of the program are responsible for writing their own resumes and cover letters, making inquiries, and scheduling interviews.

Student Records

Upon completion of the program a certificate of completion will be issued to the student. Sheboygan County Yoga Co-op will maintain indefinite records referenced by the student's name. Replacement certificates can be obtained by written request along with a \$25 fee.

Student Complaints/Grievance

The following steps should be taken if a student has a complaint about an instructor, the program, or another student.

1. Talk directly to the person with whom you have a complaint in a kind, compassionate, non-judgmental manner. Try to see their side of the story and attempt to work it out together in a way that both parties feel equally empowered and satisfied.
2. If talking together does not work, submit a written explanation of the problem to Kaitlynn or Jessica explaining the steps you have taken to resolve the problem. An Ethics Committee within Sheboygan County Yoga Co-op will be formed to work as a mediator to resolve the problem.
3. If resolution still cannot be reached, students may contact the Wisconsin Education Approval Program for further assistance at (608) 266-1996.

Retaliation Policy

We prohibit retaliation against anyone for reporting a violation of our Code of Conduct or other policies, or for participating in an investigation relating to a violation of our Code of Conduct or other policies.

Contact Information

School:
Sheboygan County Yoga Co-op
208 E Mill St.
Plymouth, WI 53073
www.sheboygancountyogacoop.com

Director:
Kaitlynn Kiela 920.892.6024
kaitlynn@plymouthyoga.com
kaitlynnkiela.com

Code of Ethics

In our training program we believe in creating an environment that is positive, safe and healthy for all who work, study, relax, and play here. We understand that in order for this to take place, the program owners and instructors, as well as teacher trainees must enthusiastically and freely work toward their own personal enlightenment and happiness. When intentions are named, agreements are discussed, and commitments are made, there is energy to become brilliantly creative and true to your beliefs. We will always strive to foster a safe and transformative environment for each other and those we interact with in the studio and in the greater community. May we all have the freedom to achieve our goals and honor the depth of our inherent wisdom.

Commitments and Agreements:

- I want to create, encourage, and maintain an environment that is healthy and positive.
- I am willing to see anything that arises in my classes or in my relationships at the Yoga Co-op as a reflection of my own strengths and weaknesses. I am willing to take what arises and use it as an opportunity to participate fully and to learn about and better myself.
- I will strive to live in accordance with the principles of yoga. To the best of my ability, I will adhere to the precepts of yama and niyama, which include non-violence, truthfulness, non-stealing, and purity. As I am dedicated to the wellbeing of my students, I will conduct myself with integrity in all my interactions with them.
- I agree to keep the confidences of my colleagues and students. I will try to bring all problems that arise back to the relationship. I will not gossip, for I understand that when I gossip, I am taking people out of my heart creating inflexibility in the body, mind, and spirit.
- I agree to be responsible for the success of my classes. I agree to not blame others when I am not fully present. I will try to use this teaching and learning experience to create a transformational point in my life. I agree to take chances with myself, admit when something is not going as planned, and feel a sense of accomplishment when it works.
- I know that to be an excellent teacher, I must continually educate and inform myself in the techniques, philosophies, principles, and methodologies of yoga and other movement forms. When possible, I will attend classes, workshops, and conferences and incorporate what I learn into my classes. I will present my qualifications honestly.

- I agree to hold myself as a steward of safe and sacred space by maintaining clear personal and professional boundaries. I will maintain awareness of my position of power and influence in relationship to students, being especially attentive to my own agendas, perceptions, judgments, and expectations.
- I understand that my purpose as a Yoga Teacher is to serve students' personal exploration. I agree to avoid any activity or influence that is in conflict with the best interests of students or that is solely for my own personal gain or gratification.
- I agree to refrain from romantic or sexual relationships with my students and with other students at the Yoga Co-op. I will decline to initiate or respond to advances initiated by a yoga student. I understand that this form of relationship is potentially distracting and possibly harmful for students who have come to do inner work. If an attraction arises, I will bring it to the attention of a lead trainer, and explore the right action.

Anti-Harassment

We do not permit associated members of Sheboygan County Yoga Co-op or Mindfulness Yoga Teacher Training to harass any 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.

Harassment is unwelcome verbal or non-verbal conduct, based upon a person's protected characteristic that

- denigrates or shows hostility or aversion toward the person because of the characteristic and which affects their employment opportunities or benefits
- has the purpose or effect of unreasonably interfering with their work performance
- where enduring the offensive conduct becomes a condition of continued employment
- has the purpose or effect of creating a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Harassment includes epithets, slurs, name calling, negative stereotyping, insults, intimidation, ridicule, threatening, intimidating or hostile acts, denigrating jokes, and display in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic. Petty slights, annoyances, and isolated minor incidents may not rise to the level of harassment.