

I. Definitions:

- Code of Conduct: A code of conduct outlines the rules and behaviors both teachers and students are expected to follow.
- Values: Are the set of guiding principles and fundamental beliefs that help a group of people function together as a team and work toward a common goal.
- Harassment is a legal term that means unwelcome verbal and non-verbal conduct directed against someone.
- Sexual harassment is a legal term that means unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace.
- Sexual misconduct is a non-legal term used informally to describe a broad range of behaviors which may or may not involve harassment.

II. Values:

- Treat all people fairly, with respect and dignity.
- Be honest and authentic in all you do.
- Be approachable
- Be reasonable
- Embrace differences
- Humility
- Compassion
- Kindness
- Sincerity
- Teamwork
- Collaboration
- Smile, laugh and have fun.

III. Harassment:

- 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.
- We do not permit Down Dog Sedona teachers, independent contractors, students, or others in the studio space or at events to harass any other person because of age, gender, 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 that:
 - Denigrates or shows hostility or aversion toward the person, which affects their day-to-day actions, behaviors, opportunities, and benefits.

- Has the purpose or effect of unreasonably interfering with an individual's day-to-day actions and behaviors.
- Has the purpose or effect of creating a studio or event environment that a reasonable person would consider intimidating, hostile, or abusive.

IV. Sexual Harassment:

- We do not tolerate sexual harassment in our studio or at any of our events. Sexual harassment refers to any unwelcome sexual attention, sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature when:
 - Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
 - Such conduct has the purpose or effect of unreasonably interfering with an individual's day-to-day actions and behaviors.
 - Such conduct has the purpose or effect of creating an intimidating, hostile or offensive studio or event environment.
- Examples of sexual harassment include:
 - Unwanted and unnecessary physical contact.
 - Offensive remarks (including unwelcome comments about appearance).
 - Obscene jokes or other inappropriate use of sexually offensive language.
 - The display in the studio of sexually suggestive objects or pictures.
 - Unwelcome sexual advances by teachers, students, customers, clients, or other visitors to a studio.
 - Non-physical gesture, behavior, unnecessary physical contact, verbal suggestion, or innuendo may constitute sexual harassment.

V. Sexual Misconduct:

- We prohibit sexual misconduct in our studio and at our events. Sexual misconduct is any unsolicited and unwelcome sexual advance including requests for sexual favors, sexual touching, and verbal, visual, or physical conduct that creates a sexually hostile environment in a yoga class or studio.
- Sexual misconduct also arises if a teacher engages in conduct that has the purpose or result of requiring a student to submit to such conduct to obtain any benefit or privilege relating to the study or teaching of yoga.
- While it is not possible to list all the circumstances that may constitute sexual misconduct, the following are examples of misconduct:
 - Sexual advances whether they involve physical touching or not.
 - Sexual epithets, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life, comments on an individual's body, sexual activity, deficiencies, or prowess.
 - Displaying sexually suggestive objects, pictures, and cartoons.
 - Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments.

Code of Conduct



- Comments or conjecture about a person's sexual orientation or gender identity.
- Inquiries into one's sexual activities.
- Sexually oriented asana adjustments or touch.
- Discussion of one's sexual activities.
- Verbal Harassment Examples:
 - Unwanted sexual teasing, stories, jokes, remarks, or questions.
 - Sexual comments, stories or innuendo.
 - Turning work discussions into sexual topics.
 - Asking about sexual fantasies, preferences, or history.
 - Asking personal questions about social or sexual life.
 - Sexual comments about a person's clothing, anatomy, or looks.
 - Discussing, telling lies or spreading rumors about a person's personal sex life.
 - Referring to an individual as a doll, babe, sweetheart, honey, or similar term.
 - Repeatedly asking a person out on dates who is not interested.
 - Unwanted letters, telephone calls, voicemail, email, text messages, or sending materials of a sexual nature.
 - Stalking on social media.
 - Unwanted pressure for sexual favors.
- Non-Verbal Harassment Examples:
 - Blocking a person's path or following.
 - Giving unwelcome personal gifts.
 - Displaying sexually suggestive materials.
 - Making sexual gestures with hands or through body movements.
 - Unwanted sexual looks or gestures
- Physical Harassment Examples:
 - Hugging, kissing, patting, or stroking.
 - Touching or rubbing oneself sexually around another person.
 - Unwanted deliberate touching, leaning over, cornering, or pinching.
 - Giving an unwanted massage.
 - Sexually oriented asana adjustments or touch.
 - Promising enlightenment or special teachings or status in exchange for sexual favors.
 - Actual or attempted rape or sexual assault (local authorities will be called immediately to investigate any allegation).

I have reviewed the Down Dog Sedona Code of Conduct and understand I will be removed from the studio or from any Down Dog Sedona event without reimbursement or refund if I fail to comply with the Down Dog Sedona Code of Conduct.

Print Name

Signature

Date