

### **TWM Code of Conduct**

The Welcome Mat Studio & Co. Ltd. and its contracted teachers are committed to integrity and maintaining the dignity and credibility of the practice of yoga and the service of teaching it. They understand that their individual conduct contributes to the perception of the yoga practice and the studios in which they teach as a whole; yoga teachers are accountable for their behaviour, especially where it may have an impact on students or the broader community. As such The Welcome Mat Studio & Co. Ltd.'s teachers agree to:

1. Respect and provide equal opportunity to all students.
2. Be honest and respectful in all forms of communication, maintaining respect, cooperation and trust (including in written, social media and web platforms)
3. Regularly engage in professional development in order to best serve students, as well as for their own personal growth.
4. Recognize their boundaries of competence and provide only those services and use only those techniques for which they are qualified by training or experience.
5. Refer students to other professionals in a transparent manner in the best interest of the student.
6. Maintain a professional relationship with students.
7. Respect students' ideological, religious and moral beliefs and refrain from using their influence to attempt to change students' beliefs.
8. Protect the confidentiality of students and ensure security of all student information.
9. Preserve the credibility and dignity of other yoga teachers and studios in all speech and actions.
10. Comply with all applicable business, employment and copyright laws and regulations.

In addition to the above, The Yoga Alliance asks that its registrants uphold these ethical principles:

1. Conduct myself in a professional and conscientious manner. This includes, but is not limited to, ensuring that I live up to any commitments I make to my students or to the public, and ensuring that my practices and behavior conform to the representations I make about myself in holding myself out as a yoga practitioner who adheres to certain precepts.
2. Acknowledge the limitations of my skills and scope of practice and where appropriate, refer students to seek alternative instruction, advice, treatment or direction.
3. Create and maintain a safe, clean and comfortable environment for the practice of yoga.
4. Encourage diversity by respecting all students regardless of age, physical limitations, race, creed, gender, ethnicity, religion or sexual orientation.
5. Respect the rights, dignity and privacy of all students.
6. Avoid words and actions that constitute sexual harassment or harassment based on other legal protected characteristics.
7. Adhere to the traditional yoga principles as written in the yamas and niyamas.
8. Follow all local government and national laws that pertain to my yoga teaching and business.