



Dru Professional Network

Code of Ethics and Professional Conduct

Dru Meditation Teachers

Effective from: 22 May 2012

Replaces all previous documents relating to professional conduct

Dru Professional Network (Full Members - Meditation) 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 Meditation teachers. For Dru Yoga teachers, please see their separate Code of Conduct.

Successful Graduates of the DMTT course who pass their final assessment and join the Dru Professional Network (DPN) may describe themselves as ‘Registered Dru Meditation teachers’, referred to in this Code of Conduct as ‘Dru Meditation teachers’.

As a result, only Full Members of the Dru Professional network who have graduated from the DMTT course may call themselves Dru Meditation teachers.

Dru Meditation teachers are eligible to receive the benefits and support that membership of the DPN brings. DPN members may use the abbreviation DPN(M) after their name to denote DPN membership.

The conduct of a Dru Meditation teacher may affect not only an individual student, but also the reputation or standing of the profession. It is therefore important that Dru Meditation teachers uphold the following standards of ethical and professional conduct.

Dru Meditation 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 Meditation 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 Meditation teachers may teach Dru Meditation 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 Meditation Teacher Diploma qualifies Dru Meditation teachers to teach Dru Meditation to groups or individuals but does not qualify them to train others to teach Dru Meditation. Dru Meditation teachers may teach seminars on Dru Meditation, 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 18 hours every 2 years. More specific details on what constitutes these 18 hours for Meditation teachers is described on the DPN website www.druneetwork.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 Meditation 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 Meditation activities of any of its members.

4. Duty of Care

Duty of care is enforceable in the civil courts in actions of negligence. Dru Meditation 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 Meditation 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 Meditation 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 Meditation 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 Meditation, the DPN and Dru Australia. Dru Meditation 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 Meditation 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 polices, skills, practices and responsibilities of other professions, institutions and organisations that constitute their working environment
- i) maintaining clear, appropriate, and accurate attendance records

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10. Contents of a Dru Meditation class or seminar

The aim of a Dru Meditation class or seminar is to give students an experience of Dru Meditation.

A Dru Meditation class or seminar contains material drawn from:

- a. The Dru Meditation Pre-Series or Series as described in the DMTTC manuals,
or
- b. The Dru Meditation Online course, or
- c. Other Dru Meditation workshops or Dru postgraduate trainings.

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 Meditation'

Full members of the DPN who have graduated from the DMTTC have permission to use the term 'Dru Meditation' to describe and promote any of their Dru Meditation lessons, seminars and personal consultations.

These Full members may use the term 'Dru Meditation' 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 Meditation' as stated above, they are required to use the 'Dru Meditation Registered Teacher' logo and no other Dru logos for these purposes.

Any person who is not a member of the DPN (graduating from the DMTT course) needs written permission from Dru Australia to use the trade-marked term 'Dru Meditation'. 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 Meditation' must obtain written permission from Dru Australia.

Any use of the terms 'Dru' or 'Dru Meditation,' 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).

For this reason, in business names, web/email addresses etc, it is not permissible to use the terms 'Dru' or 'Dru Meditation' 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.

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13. Websites

Full members of the DPN are encouraged to create professional websites with their own photos to promote their meditation 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 Meditation, Dru Yoga 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 photos only from the selection of meditation class posters located on www.drunetwork.com.au (downloaded after April 2012), and no other Dru photos for these purposes. Full members using photos from Dru class posters downloaded before May 2012 must arrange separate permission from the copyright holders, as some of these photos 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 Meditation or Yoga teacher trainers. A list of the current Governing Board members can be found at www.drunetwork.com.

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 Meditation teachers involved.

In the event that the Governing Board decides to terminate a Dru Meditation 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 (UK) Ltd is the implementing organisation of the DPN and the Dru Meditation Teacher Training Course. Neither Dru (UK) 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.