



Dru Professional Network

Professional Code of Conduct

DRU MEDITATION TEACHERS

Effective from: 15 September 2016

Replaces all previous documents relating to professional conduct

Dru Professional Network (Registered Dru Meditation Teachers) Professional Code of Conduct September 2016

Introduction

Dru (UK) Ltd asserts its intellectual right as the creator and provider of the Dru Meditation Teacher Training Course (DMTTC).

The Dru Professional Network (DPN) is the professional body for fully qualified teachers and student teachers of Dru Yoga and for fully qualified teachers of Dru Meditation.

This Professional Code of Conduct applies to Dru Meditation teachers.

Successful graduates of the DMTTC who pass their final assessment and join the DPN may describe themselves as 'Registered Dru Meditation Teachers' referred to in this Professional Code of Conduct as 'Dru Meditation Teachers'.

As a result, only Full Members of the DPN who have graduated from the DMTTC may call themselves 'Dru Meditation Teachers'.

Dru Meditation teachers are eligible to receive the benefits and support that membership of the DPN brings. Dru Meditation teachers 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.

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 (UK).

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 9 points per year. More specific details on what constitutes these 9 points is described on the DPN website druyoga.com/professional-network2/cpd/about-cpd. In the event of extenuating

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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. Dru Meditation teachers also have a responsibility to take all reasonable steps to ensure the safety and wellbeing of their Meditation students. Any active negligence may result in termination of membership (see sections 14 – 17 of this document). Neither Dru (UK) 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 of 1998 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.

7. Differentiation and Disability

Dru Meditation 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 a provision for students with disabilities in accordance with the Equality Act 2010 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

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- 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

Dru Meditation teachers adhere at all times to personal and professional standards of conduct, which reflect credit on Dru Meditation, the DPN, and Dru (UK). 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 policies, skills, practices and responsibilities of other professions, institutions and organisations that constitute their working environment
- i) maintaining clear and accurate attendance records

10. Contents of a Dru Meditation class

The aim of a Dru Meditation class or seminar is to give students an experience of Dru Meditation as taught in the DMTTC

A Dru Meditation class or seminar contains the following core elements:

1. Activations/Movement
2. Prana Kriyas
3. Deep Relaxation
4. Concentration/Meditation

In addition to the above, a Dru Meditation session may also include techniques as taught in the Dru Meditation Teacher Training Course and at Dru postgraduate events.

11. Advertising and Media Publicity

Dru Meditation teachers shall ensure that advertising in respect of their professional activities is accurate and conforms to The British Code of Advertising, Sales Promotion and Direct Marketing, which can be viewed on www.asa.org.uk.

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12. Use of the Trade-marked Term Dru Meditation

- 12.1. Dru Meditation teachers 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 of the DPN. If these full members use the term Dru Meditation as stated above they must use the 'Dru Meditation Registered Teacher' logo and no other Dru logos for these purposes.
- 12.2. Any person who is not a member of the DPN (graduating from the DMTTC) needs written permission from Dru (UK) to use the trade-marked term Dru Meditation. This applies to logos, company names, websites, email addresses and other marketing material.
- 12.3. Any person wishing to produce a saleable product (eg book, CD, DVD, online resource etc) using the term Dru Meditation must have written permission from Dru (UK).
- 12.4. Full members wishing to produce free online resources using the term Dru Meditation must include:
 - a) a statement, either verbally or in writing, that additional resources and information about Dru Meditation can be found both at druyoga.com
 - b) a statement, either verbally or in writing, that the online content being presented is their interpretation of a Dru Meditation activation, sequence, posture, breathing technique, mudra, relaxation, meditation etc
- 12.5. Any use of the term Dru Meditation must not create the impression of representing the Dru Professional Network, Dru (UK), Dru (UK) trainers or Dru (UK) events.

13. Websites

Full members of the DPN are encouraged to create professional websites with their own photographs to promote their Meditation business. They may use text from publically accessible pages within druyoga.com to describe Dru Meditation or associated activities, provided that an active link is established to the Dru website where the text was originally found.

Meditation DPN members may only use images from the selection of Meditation class posters located on druyoga.com/professional-network and no other Dru photographs for these purposes.

14. Governing Board

The DPN is directed by a Governing Board made up of directors of Dru (UK) and appointed senior Dru Meditation teacher trainers.

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.

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Complaints must be provided in writing to the DPN, with the sender's name and full address and telephone 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 of 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 the reinstatement made by the Governing Board will be final.

16. Disclaimer

Dru (UK) is the implementing organisation of the DPN and the Dru Meditation Teacher Training Course. Neither Dru (UK) nor the DPN and its Governing Board accept or assume any liability resulting from the activities of DPN members.

17. Termination of Membership

Membership of the DPN will be terminated when:

- a) membership fees are not paid
- b) the Governing Board, 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 (UK) 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.

**Please keep one copy of this
Code of Conduct for your records**

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