



Terms and Conditions for Freebird Yoga Studio & Freebird Yoga Academy

Refund Policy

Upon receiving an acceptance email, the applicant will be charged a deposit of \$500 on their credit card. Final invoices will be emailed 2 weeks before the start date of training. The deadline to pay in full is the final day of training.

If an applicant withdraws from the program after acceptance, but before the program starts, \$500 from the applicant's deposit amount will be retained by the program. However, such an amount can be applied towards a future training program.

The program will not give any refunds or credits after the training starts. The program reserves the right to cancel any training before it begins. In that case any payments applicants have made will be refunded in full.

Code of Conduct

We are committed to holding high ethical standards for our yoga teachers. We believe that it is the responsibility of a teacher to ensure a safe environment in which our students can grow physically, mentally, and spiritually. Students are looking for guidance from teachers with authenticity, experience, and wisdom. Our Code of Conduct was developed to protect our students in this potentially vulnerable relationship with their teachers and to uphold the highest professional standards.

Teachers shall welcome all students regardless of age, sex (including pregnancy, gender identity and perceived gender expression), sexual orientation, color, race, national origin, marital status, parental status, veteran's status, religion, or physical or mental disability, provided that the teacher has appropriate expertise.

Teachers shall maintain and improve their professional knowledge and competence, strive for professional excellence through regular assessment of their personal and professional strengths and weaknesses, and through continued education and training. Teachers shall stay current with new developments in yoga through practice and study.

Teachers shall uphold the highest of moral standards. Teachers shall strive to ensure that their intentions, actions, and speech are based on honesty, compassion, selflessness, trustworthiness, and transparency.

Teachers recognize that the process of learning is never complete, and they shall avoid portraying themselves as “enlightened” or “spiritually advanced.” Teachers recognize that they are walking on the spiritual path along with their fellow teachers and students. Teachers shall cultivate an attitude of humanity in their teaching and dedicate their work to something greater than themselves.

Teachers shall represent their qualifications honestly and provide only the services they are qualified and certified to perform. Teachers shall not give medical advice. Teachers shall not recommend treatment, diagnose a condition, or suggest that a student disregard medical advice. Teachers shall refer their students to medical doctors or complimentary licensed professionals when appropriate.

Teachers shall keep all personal information disclosed by their students strictly confidential.

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.

Attendance Policy

We require 100% attendance to graduate and receive a certificate of completion from our program. Class attendance will be taken throughout the training.

In the case of any emergency absences, please notify the program director immediately. If a student has planned absences that conflict with attendance in the program, please contact the program director to discuss options.

Each student is responsible for scheduling make-up time with the program director. Students must pay an additional cost for private make-up sessions with a teacher.

Each student is expected to be at each session 15 minutes before the start time in order to set up and so that the training may start on time. If the student is late more than 3 times, this will result in a deduction of 1 hour from their total contact hours.

A leave of absence from the program will be granted due to medical disability or other extraordinary circumstances at the discretion of the program director. In this case our refund policy will apply to unused tuition and the student must reapply for the next available session and pay the difference, if any, of any remaining tuition and/or any related administrative fees. If tuition is increased for the next available session, the student must pay the higher rate.

Anti-Harassment Policy

We do not permit managers, employees, teachers, independent contractors, students, or others in the workplace to harass any other 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.

We do not tolerate sexual harassment in our studio. 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 the conduct harms the person's employment or working environment.

We prohibit sexual misconduct in our studio. 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.

Teachers shall not invite, respond to, or allow any sexual or romantic conduct with a student during the period of the teacher–student relationship.

Grievance Policy

We encourage anyone who has been the subject of sexual misconduct or any other action that violates our policies and Code of Conduct to report the incident to our Ethics Committee, Human Resources department, or school management (henceforth referred to as the “review– ing body”).

The report should contain the following information:

- Your full name;
- Your email and phone number;
- The name of the person who the grievance is against;
- A description of the alleged policy violation;
- The date and location of the policy violation;
- Names and contact information of any witnesses with first-hand knowledge of the situation; and,
- Any other credible evidence that is available to support the grievance.
- In the interest of fairness and privacy, all reports must be made by the person who has personally experienced the misconduct. We will not investigate a matter based upon a third-party report of misconduct.
- All reports must be made in good faith based on information the person reporting the incident reasonably believes to be accurate.
- We may request additional information from the person reporting the incident throughout the course of review of the report.
- We will take appropriate action to ensure compliance with our policies. The reviewing body will impose any sanctions that it feels are fair, just, and reasonable under all circumstances.
- We will not allow anyone to retaliate against any person for making a report in good faith or providing information in connection with an investigation into an alleged violation.
- Any information provided during a grievance report review will be treated on a confidential basis. Similarly, any actions that the taken in response to the report will also be confidential.

Anti-Retaliation Policy

We will not retaliate against any person for having reported or threatened to report harassment, discrimination, retaliation, or violations of our Code of Conduct or policies, or for participating in an investigation into any of the foregoing. Anyone who retaliates against a person will be subjected to disciplinary action, up to and including termination.

We encourage any person – including employees, non-employees, and students – who believe they have been subject to retaliation to inform a supervisor or manager.

We have a zero-tolerance policy for sexual harassment or sexual misconduct. We encourage anyone who has been subject to this behavior to report it to the human resources department or school management. We will do everything possible to ensure that you are not retaliated against by anyone because you have reported misconduct.