
TEACHERS CODE OF CONDUCT

The Board of Directors AOLF approved this Teachers Code of Conduct at a meeting held on 15 October 2017. It was developed in response to feedback received from teachers across Australia and supersedes and replaces the previous code.

All teachers are required to sign the new Code as soon as possible and forward the signature page to the Secretary – Art of Living Foundation Australia.

SECTION 1 – INTRODUCTION

Purpose

The vision of the Art of Living Foundation (**Art of Living**) is a stress-free, violence-free world where individuals have the opportunity to maximise their potential for personal and spiritual growth and contribute towards creating a One-World-Family.

Each Teacher's commitment as a volunteer helps to fulfil that vision and supports the aim to support needy people by charitable, humanitarian and educational projects. Inherent to this vision is the creation of a sense of belonging amongst people of all religions, cultures and backgrounds, recognising that these teachings are universal.

In furtherance of that vision, Art of Living Foundation Ltd (ACN 108 440 348) (**Art Of Living Australia**) operates a range of programs, services and interventions in Australia for the community and is committed to the maintenance of an appropriate code of conduct with respect to its teaching activities.

This document (**Code of Conduct**) applies to all Art of Living Australia teachers teaching Art of Living programs and courses (**Programs**) in Australia (**Teacher**).

Scope

This Code of Conduct sets out the explicit standards of ethical, personal and professional conduct and behaviour expected of all Teachers by Art of Living Australia.

Review Cycle

This Code of Conduct will be reviewed as needed by Art of Living Australia. Art of Living Australia may modify or replace the terms of this Code of Conduct as it considers reasonably necessary for its requirements or so as to ensure compliance with the law.

Any such modifications shall be effective immediately upon posting of the modified Code of Conduct on the Art of Living Australia website (artofliving.org/au-en) (the **Website**).

SECTION 2 – CODE OF CONDUCT

By agreeing to become an Art of Living Australia Teacher, each Art of Living Australia Teacher agrees to abide by this Code of Conduct. In this regard, each Teacher acknowledges and agrees that they are expected and required to comply with the standards set out below.

2.1 Integrity

Art of Living Australia Teachers must:

- 2.1.1 Maintain regularity with their personal practice (Sadhana).
- 2.1.2 Not exploit their position as a Teacher for furthering any private business interests or securing personal financial gain.
- 2.1.3 Ensure that their teaching service is at all times portrayed as being for the good of humanity and not for their personal gain, reputation or following.
- 2.1.4 Acknowledge and agree that Sri Sri Ravi Shankar is the sole legal owner (in Australia and internationally) of all copyright, know how, trademarks, techniques and other intellectual property rights in all Programs, materials, manuals, brands, teachings, course developments and training techniques developed or provided by him and/or used by Teachers with respect to providing Art of Living programs and services on behalf of Art of Living Australia in Australia. Any reproduction of intellectual property rights owned by Sri Sri Ravi Shankar (including but not limited to copyright material) must acknowledge Sri Sri Ravi Shankar as the owner and source of any such intellectual property reproduced.
- 2.1.5 Not infringe any intellectual property rights owned by Sri Sri Ravi Shankar including but not limited to not using such intellectual property rights for any purpose other than as a Teacher on behalf of Art of Living Australia and in accordance with the terms of this Code of Conduct.
- 2.1.6 At all times keep confidential all teaching and operational instructions, materials and manuals specific to the training and teaching of Programs and not at any time disclose these to anyone not authorised by Art of Living Australia to receive them.
- 2.1.7 Teach in line with the Art of Living Course Manual (as amended from time to time) (the **Manual**) without making deviations which may impact the integrity of the Program and only use the Manual and other materials and content of Programs for the purpose of teaching Programs in accordance with this Code of Conduct and for no other purpose.
- 2.1.8 Act in a manner which:
 - a) honours the position of trust the Teacher holds in the community and with participants;
 - b) honours their position as an Art of Living Teacher;

- c) honestly, accurately and fairly represent the benefits and outcomes of the Art of Living's Programs;
- d) is respectful of and consistent with the vision of the Art of Living; and
- e) reflects their awareness of the impact of their actions, words and presence on the reputation of the Art of Living and Sri Sri Ravi Shankar.

2.1.9 Adopt and follow a lifestyle congruent with the guidelines suggested in Art of Living Programs.

2.2 Respect

Art of Living Australia Teachers must:

- 2.2.1 Treat co-teachers, volunteers, participants and the wider community with care, compassion and respect.
- 2.2.2 Encourage diversity by demonstrating respect to all participants regardless of their age, race, ethnicity, gender, physical or psychological limitation, religious affiliation or sexual orientation.
- 2.2.3 Respect the rights, privacy, dignity, values, beliefs and aspirations of all participants.
- 2.2.4 Dress modestly when conducting Art of Living Programs and other Art of Living activities.
- 2.2.5 Avoid using words and undertaking actions which may be interpreted as constituting sexual harassment, racial harassment or harassment based on other legally protected characteristics.
- 2.2.6 Avoid using words and undertaking actions which may be interpreted as bullying or may be offensive or insulting.
- 2.2.7 Should a conflict arise with another Teacher or Art of Living Australia volunteer, engage with the person involved in private and not on a public platform. If the conflict cannot be resolved with the person in private, the Teacher must refer the conflict to a conflict resolution person nominated by Art of Living Australia for dispute resolution.
- 2.2.8 Declare and take appropriate steps to address any conflict of interest that may arise in dealings with participants and other Art of Living Australia Teachers or volunteers.
- 2.2.9 Maintain appropriate professional boundaries and avoid relationships which could compromise the integrity of the teacher-participant relationship.

2.4 Responsibility

Art of Living Australia Teachers must:

- 2.4.1 Abide by all relevant legislation and other laws which:
 - a) pertain to their role as an Art of Living Teacher; and/or

- b) relate to insurance and safety and care including occupational health and safety and duty of care requirements.

2.4.2 Abide by the policies and procedures of Art of Living Australia as issued to Teachers from time to time or published on the Website.

2.4.3 Adhere to Program timings by starting and ending sessions on time.

2.4.4 Provide a safe, clean and comfortable learning environment for teaching and practicing Art of Living Programs.

2.4.5 Protect participants' privacy and right to confidentiality about their private matters and treat all information about participants as confidential.

2.4.6 Obtain written consent from participants before photographing, audio or video recording or permitting third party observation of their participation in Art of Living Programs or events.

2.4.7 Exercise their responsibilities in ways which recognise and demonstrate that there are appropriate limits and behavioural boundaries which must be maintained when engaging with participants.

2.4.8 Maintain current first aid training qualification and competency.

2.4.9 Maintain all necessary permits and regulatory authorisations including the appropriate Working with Children Checks should a Teacher work with participants under the age of 18.

2.4.10 Should a participant raise or have a health concern, Teachers shall review their application carefully and abide by the principles outlined in the Kriya Notes but in any event Teachers shall refrain from giving medical advice which is not within their expertise and qualification.

2.4.11 Acknowledge the limitations of their skills and scope of practice, teach within the scope of their skill, knowledge and ability and, where appropriate, refer participants to seek alternative instruction, advice (including medical advice), treatment or direction.

2.4.12 Use the current version of the Manual and Kriya formats.

2.4.13 Attend ongoing professional development events organised by Art of Living Australia and as required by the Teacher in order to maintain their currency of teaching skills and knowledge in accordance with the Manual and Kriya formats.

2.4.14 Upon ceasing to be a Teacher for any reason, immediately cease all teaching activities in the name, and on behalf of, Art of Living Australia and return all Manuals and materials containing Kriya content to the National Teachers Coordinator.

SECTION 3 – ADHERENCE

Each Teacher must provide to Art of Living Australia's Secretary a signed and dated copy of the below Letter of Adherence by either:

- a) emailing a signed scanned copy to the Secretary at ravi@artofliving.org.au; or
- b) providing a signed hard copy to the Secretary in person.

Teachers should contact either Ravi Pendharkar or Angela Hass with any questions about the Code of Conduct.

Ravi Pendharkar – ravi@artofliving.org.au – mobile +61 418 648 901

Angela Hass – angela@artofliving.org.au – mobile +61 409 499 822

Letter of Adherence

To: The Secretary
Art of Living Foundation Ltd (ACN 108 440 348)

I confirm that:

1. I have read, understand and accept the current version of Teachers Code of Conduct adopted by Art of Living Australia as it appears on the Website (**Code of Conduct**).
2. I understand that it is a requirement of my role as a Teacher teaching Art of Living Programs that I agree to abide by the Code of Conduct.
3. As a Teacher teaching Art of Living Programs, by signing this letter I covenant, undertake and agree to observe, perform and be bound by all terms of the Code of Conduct.
4. I also acknowledge that the Code of Conduct supplements the other various legal and policy obligations placed upon me as a volunteer, staff member or Teacher for Art of Living Australia.
5. I acknowledge that Art of Living Australia reserves the right to amend and modify the Code of Conduct from time to time by publishing an amended version on its Website. I agree to observe, perform and be bound by any modified version of the Code of Conduct.
6. I acknowledge that, in the event of a material breach of the Code of Conduct by me, Art of Living Australia reserves the right to take disciplinary action against me including suspending or terminating my engagement with Art of Living Australia.
7. Capitalised terms used in this letter have the meaning given in the Code of Conduct.

Full name of Teacher

Address

Signature

Date