



Visconti Healing 300 Hour Yoga Teacher Training Policies:

Code of Conduct:

Our training community is built on respect, integrity, and dedication to the practice of yoga. The following Code of Conduct sets clear expectations to ensure a safe, supportive, and professional environment for all trainees and teachers.

1. Commitment to Practice & Learning

- Arrive on time for all sessions and remain present until the session ends.
- Come prepared with required readings, assignments, and materials.
- Approach learning with an open mind and a willingness to grow beyond comfort zones.
- Maintain consistent personal practice to deepen your understanding.

2. Respect & Integrity

- Treat teachers, fellow trainees, and yourself with kindness, patience, and respect.
- Honor differences in experience, body types, backgrounds, and perspectives.
- Maintain confidentiality regarding personal stories or sensitive matters shared within the group.
- Practice honest self-reflection and ethical behavior on and off the mat.

3. Professional Conduct

- Uphold professional boundaries between students and teachers.
- Refrain from disruptive, disrespectful, or inappropriate behavior.
- Use nonviolent communication and avoid gossip, judgment, or harmful speech.
- Abstain from alcohol, recreational drugs, or being under the influence during training hours.

4. Attendance & Participation

- Full attendance is required to receive certification.
- Absences must be communicated in advance; make-up work may be assigned.

- Active participation in group discussions, teaching practicums, and feedback sessions is expected.

- Refrain from excessive use of phones or devices during training hours.

5. Health & Safety

- Listen to and respect your body's limits; never force or encourage unsafe practices.
- Support a safe physical and emotional space for all.
- Report any concerns regarding safety, harassment, or well-being to the lead trainer promptly.

6. Academic Integrity

- Complete assignments, teaching practices, and assessments honestly.
- Give credit when referencing the work of others.
- Engage with study materials as an opportunity for self-discovery, not just completion.

7. Commitment to Yoga Ethics

- Embody the principles of yoga, including the yamas (ethical disciplines) and niyamas (self-observances), as a guide for conduct.
- Strive to integrate compassion, truthfulness, moderation, and self-discipline into daily life.
- Recognize that yoga is inclusive and accessible to all; avoid discrimination or exclusivity.

Anti-Retaliation Policy:

Visconti. Healing 300 Hour Yoga Teacher Training strictly prohibits any form of retaliation against individuals who:

- Report concerns related to discrimination, harassment, misconduct, ethical violations, safety, or any other inappropriate behavior;
- Participate in an investigation of such concerns;

- Raise good faith questions about the program's policies, procedures, or conduct.

Retaliation may include but is not limited to: intimidation, verbal or physical threats, exclusion, grading bias, unwarranted negative feedback, or any form of adverse treatment resulting from someone's decision to speak up.

What to Do If You Experience or Witness Retaliation

If you believe you have experienced retaliation or have witnessed retaliatory behavior, we encourage you to:

1. Document the incident(s), including date, time, and details;
2. Contact the designated Training Coordinator, Lead Teacher, or Ethics Officer;
3. Submit a formal complaint through the school's reporting process (email, in-person, or online form if applicable).

Reports will be handled promptly, sensitively, and with a commitment to confidentiality to the extent possible.

Investigation and Resolution

All reports of retaliation will be investigated fairly and thoroughly. If retaliation is found to have occurred, appropriate disciplinary action will be taken, up to and including dismissal from the training program or removal from a teaching position.

No Retaliation Guarantee

We are committed to fostering a training environment grounded in yogic values such as *ahimsa* (non-harming), *satya* (truthfulness), and mutual respect. No student or staff member will be penalized or disadvantaged for speaking out in good faith.

Anti-Harassment Policy:

Purpose

At Visconti Healing, we are committed to providing a learning and practice environment that upholds the values of safety, respect, integrity, and inclusion. This Anti-Harassment Policy aims to prevent and address any form of harassment that may interfere with a student's ability to fully participate in the 300-Hour Yoga Teacher Training Program.

Scope

This policy applies to all students, faculty, guest teachers, assistants, and staff involved in the 300-hour training—whether in-person, online, or hybrid. It covers all interactions in classrooms, studios, virtual platforms, retreats, communication channels, and social settings related to the program.

Definition of Harassment

Harassment is any unwelcome conduct—verbal, physical, visual, or written—that is based on or related to an individual's race, gender, sexual orientation, gender identity or expression, religion, ethnicity, age, disability, body type, or any other protected status.

Harassment includes, but is not limited to:

- Inappropriate or offensive comments, jokes, or gestures
- Unwelcome sexual advances, requests for sexual favors, or suggestive behavior
- Intimidation, bullying, or threats (verbal or non-verbal)
- Display of offensive images, symbols, or written materials
- Repeated unwanted contact or communication

- Body shaming or judgmental commentary about one's physical appearance or practice

Sexual Harassment

Sexual harassment is a specific type of harassment and includes any unwelcome sexual attention, comments, or physical contact. This also includes:

- Offering favorable treatment in exchange for sexual favors
- Inappropriate touch or adjustments without clear consent
- Sexual jokes, innuendos, or suggestive language
- Staring, leering, or unwelcome sexualized attention

Consent is always required when initiating physical contact, including adjustments. Consent must be clearly given and can be withdrawn at any time.

Reporting Harassment

Any person who experiences or witnesses harassment is encouraged to report it as soon as possible. You may:

1. Speak directly with the Lead Trainer or Program Director
2. Submit a written report (via email or designated form)
3. Contact a designated Ethics Officer or Student Liaison (if applicable)

All reports will be handled with discretion and sensitivity. We are committed to maintaining confidentiality to the extent possible and to protecting individuals from retaliation (see our Anti-Retaliation Policy).

Investigation and Outcomes

Once a report is received, an impartial investigation will be initiated. If a violation of this policy is confirmed, corrective action will be taken, which may include:

- A formal warning or probation
- Removal from portions of the program
- Dismissal from the training without refund
- Restriction from future participation in school events or programs

Our Commitment

Our yoga school holds the values of ahimsa (non-harming), satya (truth), and sangha (community) at the heart of our work. We are committed to fostering a community where all members feel respected, safe, and free to grow.

Harassment of any kind will not be tolerated.

Grievance Policy:

Purpose

The purpose of this Grievance Policy is to provide a transparent and supportive process for resolving concerns, complaints, or disputes that may arise during the 300-Hour Yoga Teacher Training Program. We are committed to fostering a safe, respectful, and open learning environment where all participants feel heard and supported.

Scope

This policy applies to all students, teachers, assistants, guest instructors, and administrative staff involved in the 300-hour training—whether in-person, online, or hybrid.

Grievances may include (but are not limited to):

- Interpersonal conflicts or communication breakdowns
- Concerns about teaching methods or program delivery
- Issues related to fairness, equity, or professionalism
- Violations of school policies, ethical guidelines, or safety practices
- Perceived discrimination, harassment, or retaliation

Informal Resolution (Optional but Encouraged)

Whenever possible, we encourage individuals to first seek informal resolution by directly communicating their concerns with the person(s) involved, in a respectful and constructive manner. Many misunderstandings can be resolved through open dialogue.

If direct communication is not possible, or if the issue remains unresolved, students may proceed with a formal grievance.

Formal Grievance Process

1. Submit a Grievance

Submit your grievance in writing via email or a designated grievance form (if provided).

Include:

- Your full name and contact information
- A clear description of the concern or incident
- The date(s) of the incident(s)
- Names of individuals involved (if applicable)
- Any steps you have already taken to resolve the issue
- The outcome you are seeking

2. Send your grievance to:

Michelle Drusky-Visconti: Viscontihealing@gmail.com

3. Acknowledgment

You will receive a written acknowledgment of your grievance within 5 business days.

4. Investigation

The school will review the grievance thoroughly and confidentially. This may involve:

- Speaking with relevant parties
- Reviewing documentation or records
- Consulting with faculty or an ethics committee (if applicable)

5. Investigations will aim to be completed within 15 business days, though more complex matters may require additional time.

6. Resolution and Response

Once the investigation is complete, you will receive a written response outlining:

- The findings of the investigation
- Any actions the school will take to address the issue
- Options for further support or appeal, if needed

Confidentiality

All grievances will be handled with discretion and confidentiality. Information will be shared only with individuals directly involved in resolving the matter.

Non-Retaliation

Filing a grievance in good faith will not result in any form of retaliation. Please see our Anti-Retaliation Policy for more information.

Appeals

If you are dissatisfied with the outcome, you may submit a written appeal within 7 days of receiving the decision. Appeals will be reviewed by a designated senior staff member or impartial third party, and a final decision will be provided within 10 business days.

Our Commitment

At Visconti Healing, we believe that conflict resolution is part of the yogic path and can lead to personal growth and stronger community. We are committed to handling all grievances with compassion, fairness, and respect for all involved.

Tuition and Refund Policy:

Program Tuition: \$2,500 USD

Non-Refundable Deposit: \$500 USD (due upon registration)

Payment Terms

- A non-refundable deposit of \$500 is required to secure your spot in the training.
- The remaining balance of \$2,000 must be paid in full by the end of the training program.
- Payment plans may be available upon request. All tuition must be fully paid before certification is issued.

Refund Policy

We understand that unexpected situations may arise. If you are unable to complete the training, refunds are available under the following terms:

1. The \$500 deposit is non-refundable and non-transferable, regardless of circumstances.
2. If the participant withdraws or is unable to complete the training, a prorated refund of the tuition (excluding the \$500 deposit) will be issued based on the number of training hours attended.

3. Prorated refunds are calculated as follows:

Refund

=

(

Total Hours Remaining

300

)

×

Tuition Paid (excluding deposit)

$$\text{Refund} = \left(\frac{\text{Total Hours Remaining}}{300} \right) \times \text{Tuition Paid (excluding deposit)}$$

4. No refunds will be issued after completion of the full training.
5. Refund requests must be made in writing and will be processed within 30 days of withdrawal.

Program Cancellation

In the unlikely event that the training is canceled by the organizer, all tuition payments (including the deposit) will be refunded in full.

Attendance:

Consistent attendance is a vital part of your success in this 300-hour Yoga Teacher Training program. In order to receive your certification, it is important that you are present, engaged, and participate fully in the training sessions.

Expectations

- Attendance is strongly encouraged for all scheduled training sessions.
- Students are expected to arrive on time and stay for the full duration of each class.

Missed Sessions

- If you are unable to attend any portion of the training, it is your responsibility to notify the lead trainer in advance.
- All missed sessions must be made up to meet the Yoga Alliance 300-hour training requirements.
- Makeup work will be assigned at the discretion of the lead trainer, which may include:
 - Written assignments
 - Practice teaching sessions
 - Additional study hours
 - One-on-one mentoring (may incur an additional fee)

Certification Requirements

- Certification will only be granted to students who have:
 - Completed the full 300 hours of required training (including makeup work, if applicable)
 - Fulfilled all assignments and assessments to the satisfaction of the lead trainer
 - Paid tuition in full

We understand that life circumstances may arise, and we will do our best to support you in staying on track. Please communicate openly with the lead trainer regarding any attendance issues as early as possible.