



THE AQUARIAN TEACHER
KRI International Kundalini Yoga
Teacher Training Level One
VANCOUVER PROGRAM
REGISTRATION FORM 2023-2024

- **Include your non-refundable deposit of \$200.**
- Registration Deadline: **Wednesday, October 18, 2023**
- Upon registration you will receive the Course Contract
- Complete Payment Schedule as detailed below

Name: _____

Address: _____

Phone: _____ Email: _____

Paying by:

- Cash (included)
 Cheque (included)
 Interact (can be used at Yoga West only.)
 Visa
 Mastercard

Credit Card #: _____ Exp: _____

Payment Schedule

- Non-refundable registration deposit of **\$200** to be paid with application.

Balance of Payment

- Early Bird: Before October 2, 2023 – **\$3800** (\$3600 + \$200 deposit)
 After October 2, 2023 – **\$4000** (\$3800 + \$200 deposit)

Or by Payment Plan

- An extra **\$150.00** will be charged to do a payment plan: **\$4000 + \$150 = TOTAL \$4150 paid in 3 payments:**
- **\$2200** Paid by Monday, Oct. 16, 2023 (includes \$200 deposit)
 - **\$975** Paid by Friday, Dec.15, 2023
 - **\$975** Paid by Friday, March 8, 2023

(All future payments must be made by post-dated cheque OR post-dated credit card authorizations by Oct 18, 2023.)

Signature _____

Date: _____

Yoga West 2662 W. 4th Ave, Vancouver, BC V6K 1P7 604-732-9642 email: info@yogawest.ca www.yogawest.ca

Initials _____

The Aquarian Teacher™ KRI Level One Registration and Release Agreement

Name of Licensee / Location: _____

Registrant's Legal Name: _____

Registrant's Spiritual Name (optional): _____

Mailing Address: _____

City: _____ State: _____ Country _____

Postal Code/Zip Code _____ Date of Birth: _____

Phone: _____ E-mail: _____

Release, Waiver, and Indemnity

I am aware that the Kundalini Yoga as taught by Yogi Bhajan® Teacher Training Program in which I am hereby registering (the "Program") exists to serve me by sharing knowledge of Kundalini Yoga and health. I recognize that yoga is physically and mentally challenging and may cause physical injury and intense psychological or emotional experiences and side effects. I am fully aware of and assume the risks and hazards involved. I understand that it is my responsibility to consult with my healthcare providers prior to my participation in the Program regarding any specific medical, emotional, or psychological issues or concerns. I acknowledge that I am fully responsible for my self-care both during and after participating in the Program. I represent and warrant that I am physically fit and I have no physical, mental, or psychological condition or illness that would prevent my full participation in the Program or increase my risks of negative mental or physical health outcomes.

In consideration of being permitted to participate in the Program, I agree to assume full responsibility for any risks, injuries or damages, known or unknown, which I might incur as a result of participating in the Program. I freely and voluntarily choose to participate in the program.

I hereby agree to indemnify, defend, and hold harmless the Program; Kundalini Research Institute; Harbhajan Singh Khalsa Yogiji, a.k.a. Yogi Bhajan; YB Teachings, LLC; 3HO Foundation; Sikh Dharma International; Humanology & Health Science Inc.; Siri Singh Sahib Corporation; their affiliates, subsidiaries, and related entities; and their officers, directors, employees, agents, or volunteers (collectively, the "Indemnified Parties") from and against all lawsuits, claims, actions, demands, proceedings, liabilities, damages, judgments, settlements, costs, and expenses, including reasonable attorney's fees, now or hereafter known or arising in any jurisdiction in the world, attributable or relating in any manner to my participation in the Program.

On behalf of myself, my heirs, assigns, and legal representatives, I hereby forever release, waive, discharge, and covenant not to sue or make any claims of any kind whatsoever against the Program, the Indemnified Parties, or their heirs or assigns for any damage, loss, or injury, including but not limited to damage, loss, or injury of a financial, personal, emotional, psychological, or medical nature, or otherwise, or death, sustained or caused by reason of or arising out of my participation in the Program .

I hereby acknowledge that I have read, fully understand, and agree to each of the foregoing provisions of this agreement. I understand that I have given up substantial rights by signing this agreement. I enter into this agreement freely and voluntarily. I declare that my registration information provided above is true and correct.

By typing my name below, I am electronically signing this form and agree with the above.

Signature (Legal Name): _____ Date: _____

Initials _____



The Aquarian Teacher™ KRI™ Level One CERTIFICATION REQUIREMENTS FORM



To be signed by Lead Trainer when the student certifies:
Please check each box to indicate student has fulfilled all requirements.

- Attended (or successfully made up) all Teacher Training classes – minimum **180** classroom instruction hours.
- Received a passing grade of _____ on the exam(s).
- Completed 20 Kundalini Yoga Classes during or after the completion of Teacher Training.
(Each class must be a minimum of 1 hour each and be taught by a KRI Certified Instructor)
- Performed satisfactorily in the student practicum.
- Created two acceptable yoga course curricula.
- Completed the assigned 40-day yoga set/meditation *(11-minute minimum)*.
- Participated in at least five full morning Aquarian Sadhanas *(2½ hours each)*.
- An intensive day or days of group KY meditation led by a KRI licensed teacher trainer (with exceptions being permitted with the lead trainer’s approval) - such as one day of White Tantric Yoga, 5 rebirthing videos (no more than 2 in a day), a day of 21 Stages of Meditation, a Japa course, Sat Nam Rasayan intensive course.
- _____
(Additional reasonable certification requirement(s) set by the Lead Trainer)
- Read, understood, and signed the [Code of Ethics and Professional Standards](#), and be in good standing with the [Office of Ethics and Professional Standards](#).**

I recommend this trainee be certified as a KRI Level One Instructor of Kundalini Yoga as taught by Yogi Bhajan®.
By typing my name below, I am electronically signing this form and agree with the above:

SIGNATURE Lead Trainer

Today's Date

PRINT Name of Lead Trainer

Course Location (City, State, Country)

To be read and signed by the student before the program begins:

I, the undersigned, agree to the following:

1. KRI and the KRI Teacher Training team reserve the right to grant KRI Level One certification based solely on their discretion and evaluation of each student’s readiness to be a Kundalini Yoga Instructor. This evaluation is based on successfully meeting the program requirements including, but not limited to those listed in this document.
2. I understand that I am strongly encouraged to submit my certification requirements within 6 weeks after the end date of the course. All requirements must be completed and submitted **no later than 12 months after the conclusion of the program**. If for any reason I do not complete the requirements for the course within this timeframe, I will not be certified.
3. If I am not granted certification, I understand that I have the right to appeal to KRI, whose decision shall be final.

By typing my name below, I am electronically signing this form and agree with the above:

Signature (Legal Name)

Date

PRINT (Legal Name)

PRINT (Spiritual Name)

Initials _____



THE AQUARIAN TEACHER™

KRI International Teacher Training Level 1

A certification program in Kundalini Yoga as taught by Yogi Bhajan

STUDENT CONTRACT 2023-2024

VANCOUVER PROGRAM

This contract is between:

The institution:

3HO Foundation Society, Vancouver, (a non-profit society),
in partnership with Yoga West Enterprises Ltd.

2662 W 4th Ave, Vancouver, BC V6K 1P7 • 732-YOGA (9642) info@yogawest.ca

AND the student,

First Name(s) _____ Last Name _____

Any Previous Name(s) _____ Student # _____

Street _____ Apt. _____

City/Country _____ Postal/Zip Code _____

Tel: Home _____ Work _____ Cell _____

Fax _____ e-mail _____

Date of Birth: _____ Male _____ Female _____ Other _____

PERMANENT ADDRESS (if different from one above)

Street _____ Apt. _____ City/Country _____ Postal Code/Zip _____

Social Insurance Number _____

Initials _____

COURSE CREDENTIALS

- . All course content is taught in English
- . Is locally sponsored by 3HO Vancouver (in partnership with Yoga West Enterprises)
- . The Program is delivered on site at the 2662 West 4th location. (except possibly final weekend)
- . Is licensed by the Kundalini Research Institute (KRI) headquartered in Espanola, New Mexico. KRI is the international Certification Body for Kundalini Yoga as Taught by Yogi Bhajan.
- . Yoga West is registered with Yoga Alliance as a certified school www.yogaalliance.com (as Kundalini Yoga as taught by Yogi Bhajan.) This program meets the standards for the Yoga Alliance 220-hour Yoga Teacher Certification.

A. COURSE DATES (30 week Program)

START DATE: Oct. 20, 2023

ENDING DATE: May 12, 2024

WEEKEND CLASS DATES:

Oct 20,21,22

Nov 17,18,19

Dec 2/3 – 21 Stages of Meditation First Journey to fulfill White Tantric Yoga requirement.

Dec 15,16,17

Jan 12,13,14, 2024

Feb 9,10,11

Mar 8,9,10

Apr 5,6,7

May 10,11,12

B. FEES

1. Cost for the course is \$4000.00 (early bird price of \$3800 if paid in full before Oct. 2, 2023)
All payments to be made in Canadian Funds. US Exchange will be calculated on the day of transaction.

Discount of 10% is available for full time students and seniors (65 years and older)

Course fees include:

- . A non-refundable deposit of \$200.00 application fee.
- . All class instruction.
- . 10 Kundalini Yoga classes at Yoga West (total of 20 classes are required to be taken during course, for certification)
- . A one-year Associate Membership to IKYTA which includes the IKYTA newsletter and discounts for products. Upon completion of the course students will automatically be upgraded to a Professional Membership which includes a listing published on the Internet.

This does not include:

- . Price of books (See Book Order Form)
- . 21 Stages of Meditation First Journey. \$150 (To fulfill White Tantric Yoga requirement.)
- . Transportation cost for any possible off-site instruction

Initials _____

PAYMENT SCHEDULE

NON-REFUNDABLE REGISTRATION FEE OF \$200 TO BE PAID WITH APPLICATION

BALANCE OF PAYMENT

Early Bird Special. (**Total tuition \$3800 before Oct. 2, 2023; \$4000 after Oct. 2, 2023**)

- Before Oct. 2, 2023, \$200 deposit and balance of payment of \$3600.00
- After Oct. 2, 2023, \$200 deposit and balance of payment of \$3800
- Manual fees due by start of class (See Book Order Form)
- 21 Stages of Meditation First Journey. \$150 (To fulfill White Tantric Yoga requirement.)

Option A. (**Total tuition \$4000 by October 17, 2023**)

Option B. Payment Plan. (**Total tuition \$4000 + \$150 administrative fee = \$4150**)

- By October 16, 2023, \$200 deposit and payment of \$2200
- By December 15, 2023, payment of \$975.00
- By March 8, 2024, payment of \$975.00
- Additional Manual fees due by start of class
- 21 Stages of Meditation First Journey. \$150 (To fulfill White Tantric Yoga requirement.)
- **(All payment plan payments must be made by post-dated cheque OR post-dated credit card authorizations by Oct. 17, 2023. Any payment not honoured by your financial institution will be subject to a \$50 penalty.)**

C. ADMISSIONS POLICY AND PROCEDURES

1. Any student of Kundalini Yoga who wishes to participate in this KRI Certified Teacher Training Program may apply for admission.
2. It is required that a student experience a minimum of **three** Kundalini Yoga classes before undergoing the program of training, and understand the 3HO Code of Ethics & Professional Conduct for Kundalini Yoga Teachers.

D. EVALUATION PROCEDURES

1. Evaluation is based on successfully meeting the KRI Teacher Training course requirements, including, and on the **recommendation of the Lead Trainer**:
 - Attendance at all classes, either in person or online.
 - Attendance at twenty (20) Kundalini Yoga classes outside of class time, during the course (10 classes at Yoga West included in fees)
 - Satisfactory performance in practicum (a public class taught at Yoga West or equivalent)
 - Passing grade (85%) on the KRI open-book written Exam
 - Creation of two adequate yoga course curricula
 - Completion of the assigned 40-day meditation
 - Completion of all homework assignments/monthly meditations

Initials _____

2. ATTENDANCE POLICY

- Attendance is required at all classes. (Any missed time for serious emergency reasons will be required to be made up by purchasing the recorded Zoom class missed.)
- Attendance at twenty (20) Kundalini Yoga classes outside of class time during the course
- Attendance at a one-day White Tantric Yoga course (or equivalent)
- Participation at required number of the 3 or 4-hour scheduled practicum practices outside of class time

Important Note: The Lead Trainer reserves the right to grant KRI Certification based solely on their discretion and evaluation of each participant's readiness to be a Kundalini Yoga Instructor in accordance with Code of Professional Conduct and Code of Ethics. The Participant has the right to appeal to KRI, whose decision shall be final.

In the event that not all certification requirements are met by the end of the program (May 12, 2024) a fee of \$26/month will be charged starting one month from the completion date (May 12, 2025) until all requirements are completed and certification is received. If all requirements are not met within one year (May 12, 2025) the course will need to be re-taken in order to receive certification from KRI.

E. DISMISSAL

1. In the case of disruptive behaviour during the course, the Lead Trainer may exercise their discretion to dismiss the student in question.
2. The student is entitled to fair warning of this possibility before a final decision is reached.

F. REFUND POLICY

1. Written notice must be provided by
 - (a) a student to the institution when the student withdraws, and
 - (b) the institution to the student where the institution dismisses a student.
2. **Refunds before the program of study starts:**
 - (a) If written notice of withdrawal is received by the institution **before** the registration deadline, specifically before October 18, 2023, the institution retains the \$200 deposit fee.
 - (b) Subject to section 2 (a), if written notice of withdrawal is received by the institution **after** the registration deadline, specifically after October 18, 2023, the institution may retain 20% of the **total tuition fees due under the contract.**

3. Refunds after the program of study starts:

- (a) If written notice of withdrawal is received by the institution, or a student is dismissed, within 10% of the program of study's duration, specifically after October 22, 2023, the institution will retain **30% of the total tuition fees due under the contract.**
- (b) Subject to subsection (1)(b), if written notice of withdrawal is received by the institution, or a student is dismissed, within 30% of the program of study's duration, specifically after October 22, 2023, but on or before December 15, 2023 the institution will retain **50% of the total tuition fees due under the contract.**
- (c) If a student withdraws or is dismissed after 30% of the program of study's duration, (Dec. 17, 2023), **no refund will be given.**
- (d) If a student withdraws before completion date (May 12, 2024), **student is still responsible for payment of full course tuition. Any monies still owing will be due and payable in full at that time.**

Specifically there are no refunds after December 17, 2023. Initials _____

G. POLICY FOR UNDERAGE STUDENTS

1. The Lead Trainer of the program may grant students under the age of 16 admission to the program with special consideration. Parent or Guardian permission is required.

H. POLICY FOR PREGNANCY

1. If you enter into the program pregnant, or become pregnant during the course of the program, an additional 1 year period is given in order to fulfill requirements for certification, if requested.

I. PRIVACY POLICY

Yoga West collects students' personal information for the following reasons:

- To maintain student records.
- To keep students/graduates informed of activities within the community.
- To issue a T2202A form in accordance with Canada Revenue Agency.

Student's personal information is not used for any other purpose.

The full student file is retained for a period of seven (7) years following the student's withdrawal, dismissal or graduation. After seven years, the full student record is destroyed using a secure destruction method.

Information on graduates course completion, including Practicum information, and Final Exam marks are kept on file at KRI in New Mexico, as proof of Certification by the Aquarian Academy.

Student information will only be used for the express purpose for which it was originally collected as stated in this contract or for a use consistent with that purpose, unless the student consents otherwise.

Initials _____

I, the undersigned student have read, and understood this contract and all information that is contained within, including all policies and procedures. I verify that I meet all registration requirements and agree to abide by the certification requirements for the Aquarian Teacher: KRI International Kundalini Yoga Teacher Training Level 1.

(Print Name) _____

(Signature) _____ Date _____

Name of Parent/ Guardian (if student is under the age of 16) _____

Signature of Parent/ Guardian (if student is under the age of 16)

(Signature) _____ Date _____

Date of birth of student if under the age of 16 _____

My Course fee will be:

- A) Early bird tuition: \$3800 (includes \$200 deposit) _____ (initial)
- B) Regular tuition: \$4000 (includes \$200 deposit) _____
- C) Regular tuition payment plan: \$4150 (includes \$200 deposit + \$150 admin fee) _____
- D) Student/senior discount (Early bird): \$3420 (includes \$200 deposit) _____
- E) Student/senior discount Regular tuition: \$3600 (includes \$200 deposit) _____
- F) Student/senior discount payment plan: \$3750 (includes \$200 deposit + \$150 admin fee) _____

The undersigned agrees to conduct the course of training for The Aquarian Teacher: KRI Kundalini Yoga Teacher Training Level I as per the description in this contract.

Guru Raj Kaur Khalsa, Lead KRI Teacher Trainer Date _____

**Sponsored by 3HO Foundation Society, Vancouver,
in partnership with Yoga West Enterprises, Ltd. Vancouver**

Initials _____

IMPORTANT NOTE: This is the Code of Ethics & Professional Conduct of a Kundalini Yoga Teacher. You will be asked to sign this as part of receiving certification. It is advisable that you take some time to read it and get a sense of how you resonate with it. It is long! At least read the first two pages which are a summary of the many principles.

KRI Code of Ethics & Professional Conduct

Being a Teacher of Kundalini Yoga is a sacred calling. It is more than just teaching postures and kriyas; it is standing as a beacon of hope and a neutral servant of each student's soul journey. It is a beautiful and deeply fulfilling calling.

Especially because a Kundalini Yoga Teacher may be interacting with students who are in a vulnerable state, it is critical for the entire profession of Kundalini Yoga Teachers to have a strong, enforceable Code of Ethics. This protects both students and teachers, and ensures that the powerful, positive transformations teachers can facilitate in students' lives can be done professionally and safely.

Therefore, teachers of Kundalini Yoga as taught by Yogi Bhajan® must be committed to applying strong ethical principles in their professional and personal lives, and this should be understood as intrinsic to their practice and teaching of yoga. This Code of Ethics & Professional Conduct (the Code) sets out prohibited behaviors and acceptable, recommended and required professional and ethical behaviors by which Teachers agree to conduct themselves. It is based upon core values intrinsic to the practice of yoga. A Teacher is responsible to be in compliance with the most current version of this Code found at epsweb.org, kriteachings.org and ikyta.org.

The Office of Ethics and Professional Standards and Conscious Conflict Resolution (EPS) receives and addresses complaints regarding breaches of this Code. To learn more about EPS and how it serves our communities see: www.epsweb.org. For details about how EPS addresses complaints, see the EPS [Complaint Procedure](#).

Code Principle 1 – Adhere to Applicable Law

Code Principle 1 requires **adherence to applicable law**. Kundalini Yoga teachers, trainers, and trainees (hereafter collectively referred to as “Teachers”) must abide by all local, state, provincial, federal, national, and international laws and regulations applicable in their location(s). Depending on the nature of the alleged criminal behavior, a Teacher charged with a criminal offense may be placed on Suspension pending the outcome.

Code Principle 2 – Teach within Scope

Under Code Principle 2, Kundalini Yoga Teachers must **follow the KRI Scope of Practice** policy. The Scope of Practice sets out standards of acceptable, recommended, required, and prohibited practices within a Kundalini Yoga teaching environment or event.

Code Principle 3 – Do No Harm

Under Code Principle 3, Kundalini Yoga Teachers must **do no harm**. Teachers will take reasonable steps to do no harm and will not intentionally or negligently cause harm to students, employees, peers, other teachers, or members of the public through any action or inaction.

Code Principle 4 – Respect Student-Teacher Relationships

Under Code Principle 4, Kundalini Yoga Teachers must **follow the KRI Respectful Student-Teacher Relationships Policy**. A Teacher recognizes that the student-teacher relationship has an inherent power imbalance and consciously avoids any relationship with a student that may be exploitative of this power dynamic in any way.

Code Principle 5 – Do Not Harass or Retaliate Against Anyone

Under Code Principle 5, all Kundalini Yoga Teachers must **follow the KRI Anti-Harassment and Non-Retaliation Policy**. The policy prohibits harassment of any kind by a Teacher of any person, in person, through online activities, or by any other means. This policy also prohibits retaliation by a Teacher against anyone believed to be a participant, whether as a complainant or witness, in an EPS Complaint Procedure regarding a Teacher’s breach of this Code.

Code Principle 6 – Do Not Engage in Sexual Misconduct

Under Code Principle 6, Kundalini Yoga Teachers must **follow the KRI Sexual Misconduct Policy**. Teachers must NOT intentionally or unintentionally cause harm via sexual misconduct – verbally, physically, or otherwise – to students, employees, peers, other teachers, or members of the public through any action.

Code Principle 7 – Actively Include All Individuals

Under Code Principle 7, Kundalini Yoga Teachers must **follow the KRI Inclusion Policy**. Teachers must not discriminate against *anyone*, and should actively include all individuals.

Code Principle 8 – Maintain Honesty and Integrity in Communications

Under Code Principle 8, Kundalini Yoga Teachers must **follow the KRI Communication Policy**, and maintain honesty and integrity in communications. This principle includes a duty to both refrain from certain activities and to proactively and affirmatively make certain disclosures. This would include reporting a serious ethical violation or of this Code to EPS.

(The following 8 pages contain the policies reference herein in more detail.)

ACKNOWLEDGMENT

I have read and understand the “KRI Code of Ethics and Professional Conduct” and the policies referenced therein: KRI Scope of Practice, KRI Anti-Harassment and Non-Retaliation Policy, KRI Sexual Misconduct Policy, KRI Inclusion Policy, KRI Respectful Student-Teacher Relationships Policy, and the KRI Communication Policy. I understand that a Teacher in breach of this Code may be subject to review by the Office of Ethics and Professional Standards. Violations of the Code can, depending upon severity, result in consequences, including prohibition from representing 3HO, IKYTA, KRI, and Kundalini Yoga as taught by Yogi Bhajan® in any capacity as a Kundalini Yoga Teacher, termination of KRI Teacher Trainer status, and Termination of IKYTA Membership (Good Standing). By signing below, I attest to the above, and to understanding and agreeing to the policy that any final Decision involving a Suspension or Revocation will be a public document.

Signature

Date

Name (Printed)

Initials _____

KRI Scope of Practice

Introduction: The KRI Scope of Practice (SOP) applies to every KRI-certified Kundalini Yoga teacher. This Scope of Practice provides a specific description of teaching Kundalini Yoga as taught by Yogi Bhajan® (also referred to as “the Teachings of Kundalini Yoga”).

Guidance for the Scope of Practice

SOP Principle 1— Teach Kundalini Yoga Within Scope

SOP Principle 1 allows KRI Certified Kundalini Yoga Teachers to **teach yoga** and to offer instruction and education on Kundalini Yoga practices and principles that responsibly reflect the level of yoga education, training, and experience of both the teacher and the student(s). Teachers may teach yoga in a group, in a one-on-one setting, or online/other media (live or prerecorded).

Kundalini Yoga Teachers are not qualified to diagnose or treat medical conditions, either physical or mental. KRI recognizes the powerful healing potential in our practices, but our teacher certifications qualify a Teacher to teach Kundalini Yoga, not to practice Yoga Therapy – which would require additional training and certification. **This principle does not limit a licensed healthcare practitioner or certified professional from practicing according to their respective scopes of practice outside of a Kundalini Yoga class setting (meaning that a licensed healthcare practitioner would not practice that profession within a Kundalini Yoga class).**

KRI Certified Kundalini Yoga Teachers must limit teaching within the Kundalini Yoga class setting to practices and learnings that do not contradict the practices and teachings of Kundalini Yoga. **A Teacher does not combine practices from other systems within a Kundalini Yoga Kriya (between tuning in with the Adi Mantra and closing with long Sat Nam).**

1. A Teacher acknowledges that they are part of the Golden Chain by beginning every class with the Adi Mantra, chanting, “Ong Namō Guru Dev Namō,” at least 3 times.
2. A Teacher teaches kriyas as they were taught, with the exceptions of proportionally reducing the timing of postures, providing variations of postures when necessary to accommodate physical limitations of students, or adding relaxations as needed.

3. The teacher will hold a neutral space in the classroom.

4. Every Kundalini Yoga class ends with any version of the Long Time Sunshine song, and at least one long “Sat Nam.”

5. KRI teaching credentials must never be used to imply competency or to promote the Teacher in fields not specifically included in KRI’s Scope of Practice.

6. This Principle does not discourage teachers-in-training from leading a Kundalini Yoga class prior to completing their Level I certification.

SOP Principle 2 - Teach Only While Unimpaired

SOP Principle 2 prohibits, for the purpose of safety, Teachers from teaching yoga while under the influence of alcohol, drugs, or any other substance that leads to impaired judgment or cognitive function.

SOP Principle 3 — Adjust Posture or Practice Only Verbally, not Physically

SOP Principle 3 disallows Teachers from adjusting or correcting a student’s or trainee’s posture via physical touch in the teaching and practice of a Kundalini Yoga Kriya, whether student consent is obtained or not.

SOP Principle 4 — Provide Sources when Sharing Information

SOP Principle 4 encourages Teachers to accurately cite sources when providing instruction in yogic philosophy, history, anatomy, and other topics. These may include the Teacher’s own personal commentary or opinion from many sources.

SOP Principle 5 — Maintain a Teaching Environment in Alignment with the Teachings

SOP Principle 5 requires Teachers to ensure that Kundalini Yoga teaching environments are maintained in alignment with the Teachings of Kundalini Yoga and will ensure that food or beverages, if served at any Kundalini Yoga class, course or event, are vegetarian. Similarly, a Teacher does not permit the use of alcohol, tobacco, or recreational drugs at any Kundalini Yoga class, course or event.

KRI Anti-Harassment and Non-Retaliation Policy

Purpose

To help ensure that Kundalini Yoga environments, including student-teacher relationships, are free from harassment and retaliation.

Definitions

Harassment: Unwelcome verbal or non-verbal conduct where: (i) the conduct denigrates or shows hostility or aversion towards the person and has the purpose or effect of unreasonably interfering with their work, study, or other activity, (ii) enduring the offensive conduct becomes a condition of the continued relationship, and/or (iii) the conduct has the purpose or effect of creating an environment that a reasonable person would consider intimidating, hostile, or abusive.

Harassment includes epithets, slurs, name calling, negative stereotyping, insults, ridicule, threatening, intimidating or hostile acts, denigrating jokes, and display of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic.

Harassment includes, but is not limited to: offensive verbal comments related to characteristics such as age, gender, gender identity, pronoun use, sexual orientation, race, ethnicity, culture, national origin, religion, body type, physical or mental ability, socioeconomic status, marital status, political activities or affiliation, or any other basis prohibited by local, state, provincial, national, and federal laws and regulations; deliberate intimidation; following; harassing photography or recording; sustained and intentional disruption of class or other events; and unwelcome physical contact.

Retaliation: Any adverse action or threat taken or made (including through third parties and/or legal counsel) against an individual believed to have made a report of prohibited conduct or to be participating in any investigation or proceeding related to a reported violation of the KRI Code of Ethics & Conduct or any other KRI policy.

Retaliation includes, *but is not limited to*:

- Threats, intimidation, harassment, or any other behavior that would discourage a reasonable person from reporting or participating in the investigation or proceeding related to the prohibited conduct.
- Maliciously and/or intentionally interfering with, threatening, or harming the academic or professional career or reputation of an individual before, during, or after the investigation, enquiry process, decision, and resolution of a report of prohibited conduct in response to and/or on account of the report of the prohibited conduct.
- Causing physical harm to an Individual or their property in response to and/or on account of the report of prohibited conduct.
- Purposeful or malicious reporting of false grievances regarding an Individual.

Prohibited Conduct

Kundalini Yoga teachers, trainers, and trainees (collectively "Teachers") are prohibited from the conduct outlined below:

1. Harassment of any person. All methods and forms of harassment, e.g., whether in-person, through online activities, or by any other means, are prohibited.
2. Retaliation against any person(s), whether directly or indirectly through an agent, who has reported or who is believed to have reported any instance(s) of violations of the KRI Code of Ethics & Conduct or any other KRI policy by Teacher, or who is involved or who is believed to be involved in an investigation or proceeded relating to such report.
3. Sexual harassment by a Teacher of any person. **See:** KRI Sexual Misconduct Policy.

Reporting, Investigation, and Determination

Reporting, investigation, and determination of violations of this Policy will be in accordance with the [EPS Complaint Procedure](#).

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Initials _____

KRI Sexual Misconduct Policy

Sexual Misconduct is non-consensual or unwelcome sexual behavior toward any person. Many, but not all, countries have laws regarding various forms of sexual misconduct. Regardless of local laws or cultural norms regarding non-consensual sexual contact/assault and sexual harassment, all Kundalini Yoga Teachers are strictly prohibited from engaging in these activities (see “Prohibited Conduct” below) with anyone.

Note: A *consensual* intimate relationship between a Teacher and student may be legal, but it is still wrong, until such time as the power imbalance inherent in a student-teacher relationship has been consciously addressed and removed (see KRI Student-Teacher Respectful Relationships policy).

Witnesses and victims of sexual misconduct/assault are encouraged to report any and all violations of local laws to the local authorities so as to be addressed within the legal system. In addition to this important step, or in cases where a behavior may be legal but still violates this policy, anyone who has experienced or witnessed sexual misconduct by a Teacher can report it to EPS (this may be done via the [EPS Teacher/Trainer Complaint Form](#)). See the [EPS Complaint Procedure](#) for information on how complaints are addressed.

EPS understands the sensitive nature of reporting this type of conduct and respects the emotional and physical safety needs of survivors. If you have been a victim of unwelcomed or nonconsensual sexual contact or behavior by a Kundalini Yoga Teacher and are unsure about making a report, please email info@epsweb.org. An EPS representative will contact you to hold space and answer any questions you may have about the complaint enquiry process so you may better decide if you wish to submit the concern as a formal complaint.

Prohibited Conduct

Sexual Misconduct: Unwelcome conduct of a sexual nature, whether physical, verbal, or non-verbal in nature:

- **Non-Consensual Sexual Touching:** a broad term that refers to any deliberate non-consensual touching of a person’s body, which conduct can range from unwanted touching, such as fondling, up to, and including, non-consensual sex/sexual assault.

Sexual Harassment:

- * Verbal: unwelcome sexually suggestive or explicit environment.

- * Non-Verbal: unwelcome behaviour creating a hostile environment, including:

- body language, such as obscene gestures or body movement imitating sexual acts.

- indecent exposure, e.g., exposing genitalia or disrobing to such a degree that it creates discomfort or a hostile environment.

Also see: *KRI Anti-Harassment Policy and KRI Respectful Student-Teacher Relationships Policy.*

Examples of Sexual Harassment include, but are not limited to the following, if unwelcome:

- Sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or verbal references to sexual conduct, gossip regarding one’s sex life, commentary on an individual’s body, commentary about an individual’s sexual activity, deficiencies, or prowess;
- Displays of sexually suggestive objects, pictures, or cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, or suggestive or insulting comments;
- Comments or conjecture about a person’s sexual orientation or gender identity;
- Inquiries into one’s sexual experiences; and/or
- Discussion of one’s sexual activities.

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KRI Inclusion Policy

Teachers **must not discriminate against anyone**, and should **actively include all individuals**. Teachers are expected to go beyond basic legal prohibitions against discrimination and actively include, accommodate, and welcome all who wish to be included in the practice of Kundalini Yoga. Inclusion is based on the following four principles: Do Not Discriminate, Seek Active Inclusion, and Provide Reasonable Accommodations.

Do Not Discriminate

Teachers must not discriminate against students, employees, staff, peers, or any other teachers on the basis of age, gender, gender identity, sexual orientation, race, ethnicity, culture, national origin, religion, body type, physical or mental ability, socioeconomic status, marital status, political activities, or affiliation, *or any other basis* prohibited by local, state, provincial, federal, national, and international laws and regulations.

Seek Active Inclusion: Teachers must actively include, accommodate, and welcome persons who are typically excluded on the bases named above in “Do Not Discriminate,” or any other stereotypical groups that are discriminated against within a culture due to bias, as a committed practice towards creating equity.

Inclusion Exception: Apart from discrimination, in some cases it may be necessary to exclude an individual based on disruptive behavior or any behavior creating an unsafe or hostile yoga environment, and where:

1. The Teacher has previously discussed with the student appropriate and inappropriate behaviors in the yoga environment and warned the student that should the inappropriate behavior continue, they may be barred from further classes; **or**
2. The behavior is egregious enough in creating a disruptive, hostile, and/or unsafe environment, that the student is asked to immediately leave.

Examples of such behavior might include: Talking on their phone during class and not stopping upon request; arguing loudly, disrobing enough to present a distraction or be offensive (indecent exposure), repeatedly asking questions, especially if not relevant to the class or posture, and threatening the teacher or another student in any manner,

Provide Reasonable Accommodations

Kundalini Yoga Teachers need to understand and facilitate, to the best of their ability, reasonable accommodations for people with disabilities. Teachers are responsible for complying with disability laws and regulations applicable in their jurisdictions. The United Nations Department of Economic and Social Affairs provides this helpful resource: [Disability Laws and Acts by Country/Area](#).

Active Inclusion Suggestions

Listed below are **suggestions** for ways to promote inclusion and actively include members of the community.

- Photographs used on websites, flyers, and marketing tools represent the diversity of the area’s population.
- All students and visitors are treated with the same respect, professionalism, and kindness.
- Classes and courses are reasonably priced and comparable to other yoga or exercise studios in the area.
- Classes are offered for seniors and the differently abled.
- Teachers and yoga center employees participate in community service projects.
- Studio/yoga space elements borrowed from other cultures and traditions have an explainable and meaningful use, presence, or history that is helpful to students and their practice.
- Studio/class location is accessible (e.g., convenient to public transportation, nearby free or affordable parking, safe neighborhood, offering zoom/online classes)

EPS receives and addresses complaints regarding breaches of the KRI Inclusion Policy. For details, see the EPS [Complaint Procedure](#).

KRI Respectful Student-Teacher Relationships Policy

This policy refers to all Kundalini Yoga teachers, trainers, mentors and trainers-in-training collectively as “Teachers” and to all students, trainees or mentees collectively as “Students”.

Kundalini Yoga Teachers recognize that the Student-Teacher relationship has an inherent power imbalance within which the Student has an implicit trust in the Teacher. A Teacher consciously refrains from any relationship with a Student that may be exploitative of this power dynamic in any way.

For the purposes of this policy, a Kundalini Yoga Teacher is a teacher in relation to all Kundalini Yoga Students (this includes Students who do not attend the Teacher’s classes or relate to them as “their Teacher” or “their spiritual Teacher”) and other members of the community, wherever/whenever there is such a power imbalance. If by reputation or circumstance a person has the status of being a Kundalini Yoga Teacher, they must be aware of the inherent power imbalance and its potential harm within any kind of private or business relationship with a student.

Employment, Work Exchange, and Seva Relationships: Teachers must abide by the rules of all governing agencies, including but not limited to: local, state, provincial, national, and/or federal laws and regulations, when hiring, working with, or engaging students, employees, or other teachers.

Keep it Professional. The work or seva relationship must remain in the realm of professional transactions. For example, it would *not* be appropriate to request or require a student to provide laundry service for a Teacher as seva or work exchange. Helping to clean the yoga room after class or serving as receptionist/check-in for the class or studio *could* be an appropriate exchange for a yoga class pass or as a seva opportunity.

1.Non-monetary work exchanges - Teachers are strongly encouraged to commit the details of such agreements to writing, clearly defining the responsibilities in terms of required hours and type of work to be performed and in exchange for what benefit, to decrease possible tensions and misunderstandings.

2.Non-compensated service

a.The practice of *seva* may be a required element of Teacher Training and Academy advancement.

b.In the case of “voluntary” seva/non-compensated service no student should be pressured to participate or made to feel excluded in any way for declining to participate.

c.In either case (work exchange or seva) the work performed must not be for a Teacher’s personal gain or benefit.

Consent to Record: In respect for students’ and others’ privacy regarding use of their likeness (photo, video, etc.) or spoken words, Teachers will obtain the individuals’ written or verbal consent prior to taking and/or publicizing any photographs or video/audio recordings.

Financial or Business Relationships

All forms of financial involvement by Teachers with students (other than payment for teaching services or products for sale) are discouraged. Financial involvement includes but is not limited to loans, substantial gifts, and business partnerships.

Teachers should, in all business and marketing activities, maintain integrity and respect for the students’ right to receive teachings and participate without pressure of any kind, including financial pressure or social pressure, e.g., expectation of inclusion (or exclusion) or promises of a special status (or lesser status), by participation (or not).

A common, potentially challenging area of business relationship exists between a teacher training organizer and the lead trainer. Given the potential conflicts in this area, it is recommended that a KRI representative or other third party be engaged to assist in their reaching mutual agreements that ensure fairness and empowerment to all parties involved in hosting, organizing and teaching at the teacher training.

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Change in the Nature of the student-teacher relationship to a business one:

As per the teachings, Teachers are encouraged not to be solely financially dependent on teaching Kundalini Yoga (therefore, on their students) in order to maintain neutrality, integrity and the best interest of the students. Teachers are also encouraged to abide by the tenets expressed in the Financial or Business Relationships section above.

Should both parties mutually desire to enter into a more involved business relationship, the Teacher bears the sole responsibility of the decision. Professional relationships and transactions must not be experienced by the student as being pressured or coerced. The Teacher must exercise special care that the student-teacher relationship and its inherent power imbalance do not enter the business relationship. Teachers are strongly encouraged to seek mentor and/or counselor guidance before entering and during any such relationship.

In this area, there is no set of hard and fast rules, e.g., "this is always right, and this is always wrong," that can fully capture the complexities of each situation. As we cannot capture everything in a written code, financial or business relationships between a student and teacher, if reported as concerning, may be reviewed.

Romantic and/or Sexual Relationships:

It is understood that a Teacher will never allow or participate in seductive or flirtatious behavior or any aspect of a sexual, romantic, or intimate relationship with a Student, even when the Student appears to invite or consent to such behavior or relationship. Immediate measures should be taken by the Teacher to neutralize the situation should the Teacher sense themselves, and/or the Student, to be so inclined. It is the Teacher's responsibility to be the keeper of the neutrality and integrity in the relationship, independently and regardless of the Student's behavior.

If the Teacher realizes they cannot keep the neutrality in the relationship, it is their responsibility to:

- immediately and gracefully cease teaching the Student in classes, workshops, trainings, etc.
- allow the Student's smooth transition to another Teacher and assist if requested, and
- look for appropriate (KRI, EPS or other) counseling/mentoring or even therapy in order to regain the neutrality which is an integral part of their commitment as a Teacher.

Also see: "Understanding Power and Vulnerability in the Student-Teacher Relationship"

Reporting, Investigation, and Determination

Reporting, investigation, and determination of violations of this Policy will be in accordance with the [EPS Complaint Procedure](#).

KRI Communication Policy

Kundalini Yoga teachers, trainers, and trainees (collectively “Teachers”) must **maintain honesty and integrity in communications**. This principle includes a duty to both refrain from certain activities and to proactively and affirmatively make certain disclosures including, but not limited to, the following:

A. Honesty in Communication: Teachers must not falsely represent their professional yoga history, including but not limited to: education, training, experience, and credentials. Teachers must not plagiarize any copyrighted material and must accurately disclose the source of any teaching, writing, or resource that is not their own. Teachers must not make unsupported or exaggerated claims regarding the effects of yoga.

A. Teachers must have respectful communication with students and maintain appropriate confidentiality. Teachers respect the student’s right to question. Teachers do not retaliate against a student who has expressed concerns, criticisms, doubts or complaints.

A. Public Representation: Teachers presenting themselves as a Kundalini Yoga teachers in a teaching space (lesson, lecture, interview, class, or training whether in person, online, social media, or other), recognize that in doing so they represent Kundalini Yoga and all Kundalini Yoga Teachers. Whenever they share their personal opinion, or personal experience, other than what is contained in the teachings, Teachers will state it as such, expressly in order to honor the integrity of the teachings and serve the students’ clarity.

In any other public setting, face-to-face/in person or virtual, Teachers are invited to always remember that, even when they are not acting or speaking as a Kundalini Yoga Teacher in the moment, their projection and reputation as a Kundalini Yoga Teacher may still be associated with their personality. Therefore, behaviors or statements substantively opposing the Yogic philosophy and way of life that they teach may have consequences for the Teacher themselves, how students view them, and similarly impact potentially all Kundalini Yoga Teachers.

A. Teachers should be sensitive to cultural differences (including language, gestures, and behaviors). Teachers must also understand the existence of, and be sensitive in their actions with regard to, appropriation and commodification of elements from other cultures within contemporary yoga.

A. Individual Responsibility: Teachers should establish an individual and personalized structure for periodic and ongoing peer mentoring, support, and advice as well as self-reflection, especially around yoga and yoga teaching issues they find challenging.

A. Ethical Responsibility: In the interest of preventing harm, a Teacher cultivates ethical behavior throughout the Kundalini Yoga community by bringing forward any concerns regarding a Teacher’s involvement in what appears to be a breach of the KRI Code of Ethics and Professional Conduct. For example:

1. informing a Lead Trainer or Mentor of the person who may be causing harm, or the Yoga Studio/event owner or manager;
2. Reporting to the relevant National Kundalini Yoga Teacher Association (NKYTA) reporting institution, if existing;
3. Formally or informally reporting to EPS;
4. This would include an obligation to report to legal authorities when applicable law may have been broken.

1.No Pressure: Teachers should, in all marketing and promotional activities for products, classes, activities, and services, maintain integrity and respect for the students’ right to receive teachings & participate without pressure of any kind, including: financial pressure or social pressure, e.g., expectation of inclusion (or exclusion) or promises of a special status (or lesser status), by participation/purchase (or not).

Professional transactions, whether marketing or sales (as above), or a seva/work relationship), must not be experienced by the student as being pressured or coerced. For example, it is fine for a teacher to promote their professional services in such a way that students are informed and feel they may choose freely (e.g., without consequence).

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Lifestyle Guidelines for Teachers of Kundalini Yoga as Taught by Yogi Bhajan®

These guidelines are not ethical in nature. The Kundalini Yoga teachings remain as they have been given. They are not diminished or compromised by the choices any individual Teacher makes in their life and practice.

The goal of practicing Kundalini Yoga, as with other yoga traditions, is to transcend the limitation of the ego-self and unlock each individual's full human potential. Toward this end, the Kundalini Yoga body of teachings includes many lifestyle guidelines. Rather than moral teachings of right versus wrong, these guidelines are based on long experience and observation as to what choices and behaviors will or will not best promote our physical, mental, and spiritual wellbeing.

Yogic teachings are clear about avoiding practices that detract from one's spiritual growth and yogic practice. Every person has the right to make their own choices regarding these guidelines. **Neither KRI nor EPS regulate these choices outside of a Kundalini Yoga environment.** As part of KRI's mission to ensure the integrity and accuracy of the Teachings for future generations, teachers and trainers are expected & encouraged to present the lifestyle teachings in a choice informed model of teaching, and with a clear emphasis on the Teachings as they were originally given, regardless of their personal choices about lifestyle.

Kundalini Yoga lifestyle teachings include (but are not limited to) the following:

- Commitment to a daily spiritual practice that includes Kundalini Yoga and meditation.
- Commitments to the continuous improvement of one's own professional knowledge and skills.
 - Maintain a lacto-vegetarian diet.
 - Maintain long, natural length hair.
 - Wear appropriate white, natural fiber clothing while teaching.

- Teach Kundalini Yoga with the entire top of the head covered with a white, natural fiber head covering.

- Abstain from use of tobacco, alcohol, and/or non-prescribed drugs.

- Support the 3HO Global Community by embracing diversity, willingness to collaborate, and acting for the benefit of all.

A Teacher's choice to not practice some or all of the above lifestyle teachings is NOT an ethical lapse and is not subject to Complaint Procedures under the Code of Ethics & Conduct Policy. **These guidelines are best practices for maintaining the frequency of a Kundalini Yoga Teacher.**

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END OF CODE

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KRI Aquarian Teacher Training Level 1 Student Information Form

Lead Trainer: *Guru Raj Kaur Khalsa*



Welcome to KRI Kundalini Yoga Level 1 Teacher Training!
In order that we may serve you better please complete this questionnaire below. All information will be kept strictly confidential.

Name: _____

Spiritual Name (if any): _____

Address: _____

City: _____ Prov/State: _____ Postal/Zip Code: _____

Phone Number (Day): _____ (eve) _____

Email Address: _____ Cell: _____

Birthdate (day/month/year): _____

Where did you hear about this Teacher Training course? _____

Where did you complete the pre-requisite 3 Kundalini Yoga Classes? _____

Please describe any previous Yoga Experience. (Where, What type): _____

What expectations do you have for the course? _____

Do you have any concerns about the course? _____

Are there any health conditions or concerns that we need to be aware of?

(Serious conditions need the signed approval of your medical practitioner)

Are you now or have you taken any prescription medication for depression, anxiety or stress related illnesses, or been diagnosed with any serious mental health issue? If so, please list the medication and the condition for which you are/were being treated.

Initials _____

Please let us know about yourself: Feel free to include skills, marital status, children, travels, studies, current situations.....anything you'd like to tell us about yourself.

Thank you and Sat Nam!

Entrance Interview Completed on _____

Signature of Lead Trainer _____

Initials _____

Aquarian Teacher Training Book Order Form

Your name _____

Please mark the books you will be purchasing:

1) *The Aquarian Teacher: KRI Level One Instructor Textbook and the KRI Level One Instructor Yoga Manual* (Required)

These volumes are newly edited & updated from the original. Combined 500 pages.

These are required for the course and come in two forms:

Printed Manuals are required They are spiral bound and will really be used by you during the course and through your whole yogic life. We are ordering one set for each person. Printed Textbook and Yoga Manual **\$108 total**

An E-book is optional. It is a practical format which you use on your device. It is searchable. However, you **cannot print it out. Available for \$85**

2) *The Master's Touch* Lectures of Yogi Bhajan (Optional)

This is a compilation of Yogi Bhajan's lecture classes to a Teacher Training course taught in 1996. It is a brilliant book covering many topics, including the important relationship between a teacher and student. It contains so much wisdom, that we are recommending it to you. We are, however, sensitive to the reality that some might not wish to read this material now. So, we are not requiring it.

I do not wish to purchase this book I will obtain the book myself.

Please order my copy at **\$66.95 + tax**

3) *How To Know God: The Yoga Aphorisms of Patanjali* (Required)

Translated by Swami Prabhavananda & Christopher Isherwood

I will obtain the book myself Please order my copy at \$15.95 + tax

Please charge my credit card for the checked books.

Name on credit card _____

Credit card number _____

Expiry Date _____ Security code (3 digits on back of card) _____

Date _____ Signature _____

Initials _____