



**River Flow Yoga Teacher Training School**  
**Application for 200-hour River Flow Yoga Teacher Training**  
**Wausau, WI**

**How to Submit Your Application:** Please fill out this form and save a completed copy. E-mail the completed application to Mary Hilliker at [mary@riverflowyoga.net](mailto:mary@riverflowyoga.net).

Applications can be made at any time. Early application is highly recommended.

**Personal Information**

Name

Mailing Address

City

State

Zip Code

Country

Web site (optional):

Email address that you check regularly:

Home Phone:

Mobile Phone:

**The following information will help us to get to know you and guide your training.**

**Your Educational Background:** *Include Institutions, Degrees, and Attendance/Graduation Years.*

**Professional Background and Current Employment (position, focus of your work):**

Are you interested in incorporating yoga teaching and yoga techniques into your current professional work? Yes No.

If yes, please let us know more about how you would like to incorporate yoga into your existing work.

### Yoga Practice and Teaching Experience

When did you start practicing Yoga? What type of classes do you take? Do you have a home practice?

Have you participated in yoga classes, events or workshops with River Flow Yoga or 5 Koshas Yoga & Wellness? \_\_\_Yes \_\_\_ No

If **Yes**, please provide more information about what you've participated in.

### Yoga Educational Background for Yoga Teachers

*Please fill out any of the following sections that are applicable to your yoga educational background and experience.*

#### Yoga Teacher Training Program (s) Information

School/Program Name	Dates Attended	# of Hours	Yoga Alliance Registered	
			Yes	No
			Yes	No

If you are a yoga teacher, how long have you been teaching Yoga? What type(s) of classes do you teach? Do you work with students on a one-to-one basis?

### Interest and Goals

What are your goals for this professional training?

How do you see your yoga career unfolding?

**Please provide any additional information about you or your background, other professional credentials and experience, academic background, life experience, and accomplishments that you would like to share. We look forward to getting to know you well!**

**Questions:** Contact Mary Hilliker at [mary@riverflowyoga.net](mailto:mary@riverflowyoga.net) or call 715.218.7120



# Student Enrollment Agreement

## 200-hour River Flow Yoga Teacher Training

### Copyright Acknowledgement

I acknowledge that all student materials provided in this training, including print and audio, are the copyright of River Flow Yoga Teacher Training and are provided FOR MY PERSONAL USE ONLY. I acknowledge that I cannot alter or distribute in any way without written permission from Mary Hilliker or the respective guest faculty and the River Flow Yoga Teacher Training School.

### Photo-Video-Audio Guidelines and Release

Staff may take photographs, video and record audio for use in future trainings or marketing of training programs. If you do not wish to be photographed or filmed, please advise the lead instructor. Students are permitted to take photographs as long as it is not distracting to the class. A student should ask classmates if they have their permission to be in personal photographs, especially if those photographs will be used on social media sites.

Recordings are not permitted without permission from the lead instructor.

I consent to being photographed and recorded, and grant River Flow Yoga, LLC and 5 Koshas Yoga & Wellness, LLC, its assignees, employees, and agents, the unrestricted and absolute right to use the photographs or recordings by any means now known or to become known. I hereby release & discharge River Flow Yoga, LLC and 5 Koshas Yoga & Wellness, LLC, its assignees, employees, and agents any & all claims of action, including, without limitation, libel, defamation, invasion of privacy or right of publicity, infringement of copyright, trademark or violation of any other right.

### River Flow Yoga Teacher Training Code of Conduct for Students & Faculty

A code of conduct is a declaration of acceptable ethical and professional behavior by which all yoga teachers-in-training and faculty agree to conduct themselves in the classroom, in teaching and in the business of yoga. We will foster an atmosphere of respect for each other and a learning environment conducive to the development of each student. See the attached Code of Conduct. I have read and agree to uphold the ethical principles.

### Catalog Release

I have read and agree to the terms and conditions of application, admission, participation in and completion of the 200-hour River Flow Yoga Teacher Training.

### Liability Waiver

I understand that yoga includes physical movements as well as an opportunity for relaxation, stress re-education and relief of muscular tension. As is the case with any physical activity, the risk of injury, even

serious or disabling, is always present and cannot be eliminated. If I experience any pain or discomfort, I will listen to my body, adjust the posture and ask for support from the teacher. I will continue to breathe smoothly.

Yoga is not a substitute for medical attention, examination, diagnosis or treatment. Yoga is not recommended and is not safe under certain medical conditions. I affirm that I alone am responsible to decide whether to practice yoga. I hereby agree to irrevocably release and waive any claims that I have now or hereafter may have against Mary Hilliker of River Flow Yoga, LLC and the business and staff of 5 Koshas Yoga & Wellness, LLC.

**I agree to the following:**

1. Copyright Acknowledgement
2. Photo-Video-Audio Guidelines and Release
3. River Flow Yoga Teacher Training Code of Conduct for Students and Faculty
4. Catalog Release
5. Liability Waiver

**Print Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

# River Flow Yoga Teacher Training Code of Conduct for Students & Faculty

FOR ALL STUDENTS, ALUMNI, AND VISITORS IN THE RIVER FLOW YOGA TEACHER TRAINING SCHOOL COMMUNITY, in this document referred to as Students.

FOR ALL FACULTY, ADMINISTRATIVE STAFF, ASSISTANTS AND VOLUNTEERS IN THE RIVER FLOW YOGA TEACHER TRAINING SCHOOL COMMUNITY, in this document referred to as Staff or Faculty.

The School Director is Mary Hilliker. Her email is [mary@riverflowyoga.net](mailto:mary@riverflowyoga.net) or [mary@5koshasyoga.com](mailto:mary@5koshasyoga.com). Her cell phone is: 715.218.7120.

The Studio Manager is Jay Coldwell. His email is [jay@5koshasyoga.com](mailto:jay@5koshasyoga.com). His cell phone is 715.370.8033.

## INTENTION

The intention of this code of conduct is to state accepted standards of conduct and ethical, professional behavior within the River Flow Yoga (RFY) Teacher Training's educational environment. RFY values the unique nature of the student-teacher relationship. A safe and secure space to facilitate learning, healing and transformation is paramount for every individual.

## STANDARDS OF CONDUCT

### Attendance

Students must make up any direct contact hours missed during a training weekend. The School Director will work with you to come up with an affordable and accessible plan for make-up.

### Competency and Productivity

Students are expected to adhere to deadlines for home-study, mentoring calls, and final projects. Professionalism in the teaching of your final project is expected as you represent the profession and the RFY Teacher Training School in the highest regard.

Students are expected to perform at the competency levels outlined in the training program catalog. Remediation strategies tailored to the individual student will be developed and implemented when a student is performing below the competency level expected.

Students who attend all weekend sessions but do not complete program requirements will receive a Program Attendance Certificate and will be asked to complete a Program Completion Agreement (attached) which specifies remaining assignments, payment for home study review and time frame after which additional coursework may be required in order to receive certification.

Faculty are expected to provide timely review and feedback for student assignments in a professional manner regarding the student's growth and evolution. Students and faculty are expected to communicate when timely submission of home-study or review of assignments is not possible. Faculty are expected to consult the School Director as needed to resolve student concerns so that each student can reach their highest potential for teaching.

### Compliance with Supervision

All students are expected to comply with requests for supervision of their teaching in the weekend sessions and to maintain openness to faculty recommendations.

Faculty are expected to provide supervision for specific teaching practicum and to provide feedback in a professional manner with the quality of satya tempered by ahimsa.

### Dress Code and Hygiene

All students and staff are expected to dress in a manner that is appropriate to the environment. While dress in weekend sessions is modest but casual, students are expected to adopt the dress code and health and safety requirements of any setting for teaching in their respective community. For example, health care environments often have specific dress and hygiene codes that promote health, safety and professionalism.

Perfumes and excessive use of essential oils are discouraged for the comfort and health of all students and faculty.

### Lawful and Honest Conduct

All students and staff are expected to communicate any suspected breaches of academic integrity and honesty or unlawful activity that may occur within program to the School Director or Studio Manager.

### Confidentiality and Privacy

RFY does not sell or transfer student or staff data or personal information to other organizations or individuals at any time for any reason. One exception is that we provide information on your completion to the American Viniyoga Institute to facilitate continued studies for advanced teacher training and Yoga Therapist training. All requests to be removed from student mailing lists are honored.

Student contact information is gathered for the purpose of communicating training logistics, information, and electronic manuals. Student contact information is shared with mentors only for the purpose of student/mentor communications. Faculty are asked to use student information only for the purposes of the training.

RFY collects individual student photos to include in the student record. RFY records practices and lectures for the purpose of student make-up and student review. Recorded audio and photos of students or staff are not shared privately or publicly unless signed authorization is obtained.

### Care and Maintenance of Property

Students and faculty are expected to respect the school resources provided during weekend training sessions and to respect the facilities of 5 Koshas Yoga & Wellness.

### Appropriate Behavior and Conduct

Students and faculty are expected to arrive on time for lectures, practices, and other processes during the weekend sessions and to communicate with the appropriate faculty for unexpected tardiness or absence. Students who are tardy or absent for direct contact hours in the training will be asked to make up that time in a manner agreed upon between the student and School Director.

Students and faculty are expected to cultivate within themselves qualities such as friendliness, compassion, joyfulness, and discernment in all student-student, student-faculty and faculty-faculty relationships.

Faculty and students are expected to maintain professional boundaries of student-faculty, faculty-faculty, and student-student relationships, protecting students from:

- Sexual misconduct (Any faculty-student or student-student sexual relationship, even if consensual, influences the learning and teaching environment for other students and faculty.)
- Physical, verbal or sexual abuse
- Coercion for financial gain
- Harassment for religious, moral or political beliefs
- Abandonment or neglect (a referral to another program or professional service will be made if we are unable to help a student)
- Disclosure of personal and sensitive information (health history, medication use, mental health information, academic performance)
- Any dual relationships that exist prior to the start of a training should be disclosed. Dual relationships have the potential to interfere with and compromise the integrity of the teacher - student relationship (friendships, business relationships, romantic relationships). All efforts will be made to minimize any influence of these relationships in the training environment.

It is the policy of RFY to provide a learning community and workplace free of unwelcome harassment, sexual advances, requests for sexual favors, and other verbal or physical conduct or communications deemed to constitute sexual harassment.

Students and staff are expected to maintain professional boundaries in order to ensure structure, security, and predictability in an educational environment.

#### Compliance with Law and Studio Policies

All parties are expected to comply with local, state and federal laws and ordinances to assure the health, safety and comfort of all in attendance. All parties are expected to comply with studio policies. For the safety of all students in the training environment, guns and other weapons are not allowed in the studio. Anyone who has a concern for their personal safety should talk with the Studio Manager or School Director.

#### Non-Impairment

Students and staff may not be impaired or under the influence of controlled substances during practices, lectures or other educational processes. Any student or faculty who needs to take a controlled substance due to a health issue should communicate that to the School Director. Anonymity and sensitivity are assured.

#### Conflict of Interest

Students are expected to talk with a faculty member about any possible conflicts of interest related to the training or use of training materials, or the training team. For example: If you are personal friends or a business partner with a faculty member, this should be disclosed so that your work is supervised by another faculty member.

Faculty are expected to disclose possible conflicts of interest related to RFY, the training or use of training materials, or training team to the School Director. For example: If you have a personal or business relationship with any of the students in the training program, please notify the School Director. Use of copyright training materials cannot be used in other venues without permission.

#### Acceptable Use of Technology

Students and staff are expected to use technology during the training to communicate and transfer training materials, home-study, and final projects.

It is not acceptable for students or staff to transfer AVI or RFY copyrighted electronic materials from the training to anyone.

Keep cell phones on mute or vibrate to minimize distraction for other students and faculty.

### **COMPLIANCE AND ACCOUNTABILITY**

In the spirit of Yoga and teachings in the Yoga Sūtra-s of Patañjali, self-disclosure about any misconduct, ethical dilemmas or unlawful conduct is encouraged. Faculty members should report to the School Director. Students should report to the School Director or Studio Manager.

### **REPORTING VIOLATIONS**

Anonymity will be protected to the fullest extent possible. All parties are required to comply with local or state laws around reportable offenses.

### **DISCIPLINARY ACTION**

Any threat to health or personal safety by a student or staff member will result in expulsion from the training program or dismissal from RFY contracting.

Staff sexual misconduct will result in immediate dismissal from RFY contracting. Other ethical lapses or misconduct will be evaluated on a case-by-case basis with the intention to protect the learning environment for all students.

An individualized plan to remedy any ethical lapses or misconduct will be formalized with a written agreement. Any further violation of the Code of Conduct will result in dismissal from the program or faculty duties.

### **DISSEMINATION**

The Code of Conduct is included in all RFY staff contracts. Parties verify receipt, understanding, and agreement via signature as part of their written agreement.

The Code of Conduct is included in the RFY Enrollment Agreement. Students verify receipt, understanding, and agreement via signature as part of their Student Agreement.