

OCTOBER 2023
Become a Yoga Teacher



YA Elevated Standards



200 HR YOGA TEACHER TRAINING

OCTOBER 2023- June 2024

LEAD TEACHERS:

Brian Centonze, IMT, E-RYT 500, YACEP
Judith Curiel, PhD, E-RYT 500, YACEP

EARLY REGISTRATION

Apply NOW!
LIMITED to 8 students
Investment: \$2400

Monthly payment option available with \$500 down payment (must be paid in full by 10/1/2023). All registrations are final. No refunds, extensions, or exchanges unless training is cancelled.

This training is designed for aspiring yoga instructors and serious students. In this training, you will find your authentic voice, create safe & balanced classes, deepen your practice, and become fully prepared to step on your mat as a teacher.



Training highlights include:

- anatomy
- asana
- business of yoga
- foundations of yoga philosophy
- intelligent sequencing
- intro to meditation teaching
- pranayama
- Sanskrit
- teaching practicum
- yoga chakra system

Read what our students have said about their teachers & training.

Continued on the other side....



For more information and application contact: Brian@BrianJosephYoga.com

Host Location is Inward Bound Yoga & Wellness
520 S Bradford Ave., West Chester, PA 19382



What our students have said about their teachers and training...

by: Danielle Chmelewski Dec 20, 2020

Brian Joseph and Judy Curiel were an incredible team. This training really touched on so many different facets of the history, chakras, meditation, breathwork, anatomy, the asanas, and smart sequencing. We even touched on ayurvedic practices and the koshas that you would normally get in a 300 training. It was the perfect balance of philosophy and anatomy, and I really feel like they taught us to find OUR teaching voice. I feel so prepared for a deeper personal practice, as well as teaching and sharing the love with others!

by: Elizabeth Johnson Dec 19, 2020

This was an amazing experience guided by knowledgeable and passionate instructors. Brian and Judy are a unique compliment of styles and personalities, both of whom are eager to share their expertise and personal wisdom on and off the mat. The training is rooted in alignment and challenges us to step into intelligent sequencing all while appreciating and incorporating yogic philosophy so we can find our authentic teaching style.

by: Bernadette Sardella on Dec 16, 2020

Brian and Judy's knowledge and enthusiasm for Yoga encouraged me through Yoga training during the pandemic. Detailed instruction on sequencing Asanas, Anatomy, and Alignment gave me the confidence to teach. The teachers were always available to answer questions and guide me through teaching my first class. I would highly recommend anyone interesting in teaching yoga to attend their RYT200 course.

by: Simon Qiao on Nov 23, 2020

The teachers are very encouraging and knowledgeable. They're always there for students when we have questions. I would definitely recommend this program to anyone who's interested in becoming a yoga teacher in this area.

by: jamie cappelletti on Apr 24, 2020

I felt very prepared to teach at the end of the program. Both Brian & Judy offered unique experiences and the blend was perfect. Highly recommended. Very happy with experience...

by: Emma Coldwell on Jan 20, 2020

I highly recommend this school. The teachers are just amazing...knowledgeable, professional, honest, caring and they push you to reach milestones you never imagined. The material was vast and well thought out. Thank you to both Brian and Judy for this inspirational journey.

by: Lauren Starling on Dec 31, 2019

Highly recommended for anyone looking to take their 200 hours. You learn so much and the community and guidance in this course is not anything I've experienced before.

by: Leah Whyte on Dec 19, 2019

Judy and Brian make the ideal team of YTT teachers. I loved Brian's focus on alignment and connecting to the self, and Judy's connection to the community and teaching background added so much. They are both incredible and I couldn't have wished for a more full teacher training.

by: Dan Van Ryn on Dec 19, 2019

Excellent Teaching and atmosphere.

by: Sara Wein on Dec 19, 2019

Brian and Judy are experienced, thoughtful and generous instructors and I am so incredibly grateful to have studied with them! I am so proud to have completed my YTT program and highly recommend to anyone seeking an intentional and comprehensive YTT!

by: Paula McCrory on Mar 03, 2018

The training we received was so proficient. the teachers were thorough explaining and helping us with everything. They supported us and encouraged us in every way, even times we felt like giving up they lifted us up. i never imagined that on day 1 i would ever be able to instruct a class but 6 months later i did it. these teachers are amazing they were so approachable. i never felt there was anything i couldn't ask them and they always helped in every way. so so glad i chose to do my training here with such wonderful people!

by: Bridget Boyle on Feb 26, 2018

The training was really excellent. I learned so much more than I ever expected.

Sabija 200 HR YTT TRAINING DATES AND TIMES for Ref: Sabija

Class Hours:

Friday 6pm – 9pm Saturday 12:00pm-6pm Sunday 12:00pm – 6pm

WEEKEND DATES:

Oct 6-8

Nov 3-5

Dec 1-3

Jan 5-7

Feb 2-4

March 1-3

April 5-7

May 3-5

June 7-9

Practicum schedule to be determined.

Code of Conduct

Purpose Statement

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

Financial Practices

Teachers will discuss all fees and financial arrangements in a straightforward professional manner. Teachers will manage their business affairs according to recognized standard business and accounting practices. Teachers are encouraged to render services to individual or groups in need without regard to financial remuneration. Teachers will neither receive nor pay a commission for referral of a student.

Professional Growth/Continuing Education

Teachers shall maintain the integrity, competency, and high standards of the yoga profession by continuously striving to improve their skills through keeping current in new developments in yoga practice and by participating in continuing educational programs.

Teacher-Student Relationships

Teachers shall treat their students with respect. Teachers shall never force their own opinions on students but rather recognize that every student is entitled to his or her worldview, ideas, and beliefs. However, teachers must communicate to their students that the authentic practice of yoga involves a transformation of the human personality, including attitudes and ideas. If a student is not open to change or if student(s) opinions seriously impede the process of receiving yoga, then a teacher may end the teaching relationship. Teachers shall not exploit the trust of students and their potential dependency but rather, encourage students to find greater inner freedom.

Integrity

Teachers shall uphold the highest of moral standards. Teachers shall strive to ensure that their intentions, actions, and speech are based on honesty, compassion, selflessness, trustworthiness, and transparency. Teachers recognize that the process of learning is never complete, and they shall avoid portraying themselves as enlightened or spiritually advanced. Teachers recognize that they are walking on the spiritual path along with their fellow teachers and students. Teachers shall cultivate an attitude of humanity in their teaching and dedicate their work to something greater than themselves.

Scope of Practice

Teachers shall not abandon or neglect their students. If teachers are unable (or unwilling for appropriate reasons) to provide professional help or continue a professional relationship, they should make every reasonable effort to arrange for instruction for that student with another teacher. Teachers should avoid giving any personal advice concerning a student's personal life.

Teachers shall not give medical advice. Teachers shall not prescribe a treatment or suggest rejecting a physician's advice. Teachers shall refer their students to medical doctors or complimentary licensed professionals when appropriate.

Confidential Information

Teachers shall keep all personal information disclosed by their students or clients strictly confidential. A teacher who receives any private information from a student or client may not disclose such information unless it obtains the written consent of the student or client. However, a teacher may disclose private information about a student or client without obtaining consent in the following situations:

- (a) to comply with the law or the order of a court.
- (b) to prevent bodily harm or danger to the student or client or to others; or
- (c) where the information has already been disclosed to the public.

Inter-Professional Relationships

Teachers are part of a network of health care and well-being professionals and shall seek to develop interdisciplinary relationships. Teachers shall conduct themselves in an honorable manner in their relations with their colleagues and other wellness practitioners. Teachers shall not openly criticize practices followed by other yoga schools or teachers.

Advertising and Public Communications

A teacher shall accurately represent his or her professional qualifications and certifications along with his or her affiliations with any organization(s). Announcements and brochures promoting classes or workshops shall describe them with accuracy and grace. These principles are designed to uphold the quality of our teachings and shall follow legal guidelines for appropriate representation of our services.

Yoga Equity

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

Tuition & Refund Policy

Admission Denials

An applicant who is denied admission into the program is entitled to a full refund of all money paid by said applicant.

Three (3) Day Cancellation

An applicant who submits written notice of cancellation within three (3) business days after signing the training agreement is entitled to a refund of all money paid. The refund will be paid within thirty (30)

days of receiving the notice of cancellation.

Cancellations After Three (3) Days but Before Program Start Date

An applicant who submits written notice of cancellation of the program more than three (3) business days after signing the training agreement, but before the program begins, is entitled to a refund of all money paid less the \$500.00 registration fee.

Program Cancellation due to lack of minimum enrollment

Studio reserves the right to cancel the training should a minimum of 8 students not be met within 14 days of the first scheduled class. In that case any payments applicants have made will be refunded in full.

Refunds After the Program Start Date

There will be no refunds after the start date of the program. If the applicant withdraws from the program for any reason after it starts, the applicant will be responsible for paying the full tuition, regardless of any partial payments that have been made to date.

Anti-Retaliation Policy

We prohibit retaliation against anyone for reporting a violation of our Code of Conduct or other policies, or for participating in an investigation relating to a violation of our Code of Conduct or other policies.

Anti-Harassment Policy

Harassment Against Members of Protected Class

We do not permit managers, employees, teachers, independent contractors, students, or others in the workplace to harass any other person because of age, gender (including pregnancy), race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, genetic information, or any other basis prescribed by law.

Sexual Harassment in the Workplace

We do not tolerate sexual harassment in our studio. Sexual harassment refers to any unwelcome sexual attention, sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature.

Sexual Misconduct

We prohibit sexual misconduct in our studio. Sexual misconduct is any unsolicited and unwelcome sexual advance including requests for sexual favors, sexual touching, and verbal, visual, or physical conduct.

Verbal Harassment

- Unwanted sexual teasing, stories, jokes, remarks, or questions
- Sexual comments, stories, or innuendo
- Turning work discussions to sexual topics
- Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
- Sexual comments about a person's clothing, anatomy, or looks
- Telling lies or spreading rumors about a person's personal sex life
- Referring to an individual as a *doll*, *babe*, *sweetheart*, *honey*, or similar term
- Repeatedly asking a person out on dates who is not interested
- Unwanted letters, telephone calls, or sending materials of a sexual nature
- Stalking on social media
- Unwanted pressure for sexual favors

Non-Verbal Harassment

- Blocking a person's path or following
- Giving unwelcome personal gifts
- Displaying sexually suggestive materials
- Making sexual gestures with hands or through body movements
- Unwanted sexual looks or gestures

Physical Harassment

Hugging, kissing, patting, or stroking

Touching or rubbing oneself sexually around another person

Unwanted deliberate touching, leaning over, cornering, or pinching.

Giving an un-wanted massage.

Sexually oriented asana adjustments or touch

Promising enlightenment or special teachings or status in exchange for sexual favors

Actual or attempted rape or sexual assault

Romantic Relationships Between Teachers and Students

Teachers shall avoid getting into personal or sexual relationships with students that may result in the impairment of their professional judgment or that may compromise the integrity of their teaching. If a relationship begins to develop, the teacher should bring it to school management.

Yoga teachers are committed to maintaining impeccable standards of professional integrity and to promoting the physical, emotional, and spiritual well-being of their students. Teachers recognize the inherent imbalance of power in the teacher-student relationship and recognize that romantic relationships with students have the potential of exploiting the trust of students, creating dependent relationships, and compromising the integrity of the teacher.

Teachers should avoid acting on, responding to, or allowing sexual contact or romantic attraction with a student even if the student initiates the relationship. Teachers should ensure that their relationships with students are always professional, and not open to misunderstanding or misinterpretation.

However, if a romantic attraction does begin to develop with a student, teachers should seek guidance from school management before acting on the attraction. The school management will then decide how it wishes to handle the relationship. For example, it may bless the relationship, but establish boundaries to prevent conflicts of interest and other problems. It may also decide that either the teacher or student should leave the school.

If a teacher has a pre-existing relationship with a student that did not arise from the teacher-student relationship, it should be brought to the attention of the school's management so that it can guide the couple in maintaining high ethical standards.

Grievance Policy

Reporting of Policy Violations

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

The report should contain the following information:

Your full name.

Your email and phone number.

The name of the person who the grievance is against.

A description of the alleged policy violation.

The date and location of the policy violation.

Names and contact information of any witnesses with first-hand knowledge of the situation; and any other credible evidence that is available to support the grievance.

In the interest of fairness and privacy, all reports must be made by the person who has personally experienced the misconduct. We will not investigate a matter based upon a third-party report of misconduct.

All reports must be made in good faith based on information the person reporting the incident reasonably believes to be accurate.

We may request additional information from the person reporting the incident during the review of the report.

We will take appropriate action to ensure compliance with our policies. The reviewing body will impose any sanctions that it feels are fair, just, and reasonable under all the circumstances.

We will not allow anyone to retaliate against any person for making a report in good faith or providing information in connection with an investigation into an alleged violation.

Confidential Treatment

The reviewing body has an important obligation to maintain the confidentiality of all information they may receive in connection with reviewing ethical complaints. This includes any information provided by victims or witnesses in their investigations and any documents, emails, or notes they may gather. The reviewing body should make each person who is interviewed feel comfortable that the discussion will be held strictly confidential.

This information is extremely sensitive. Its exposure could damage the reputations of the school, the teacher, and the student, it could make the situation impossible to resolve fairly, and it could lead to legal liability.

The reviewing body will make sure that the forum where they will be discussing the matter is secure. They will not meet in an environment where someone may overhear what is being discussed. These meetings will not occur in a public place. Restaurants and coffee shops are public places and should not be used for meetings. Discussions will not be held in bathrooms and common areas at the yoga school or studio.

Timeline for Reporting Violations and Complaints

If an individual wants to file a complaint about the possible unethical conduct of a teacher or other person, he or she shall file the complaint within thirty (30) days after learning of the facts which may

establish a potential violation. Complaints filed more than thirty (30) days after the violation of the Code of Conduct occurred may be reviewed at the discretion of the reviewing body.

A complaint should not be filed unless the person filing the complaint has:

- i.* material and credible evidence that may establish a violation of school policy;
- ii.* personal knowledge of the facts that form the basis of the complaint.

After the complaint has been filed, all persons with personal knowledge about the complaint are encouraged to assist the review by providing relevant information about the potential policy violations. This will assist the reviewing body in promptly and effectively responding to the complaint.

Due Process and Procedure

We recognize that our reviewing body has an obligation to give a person accused of misconduct a reasonable level of due process. Because the person may lose his or her job and their reputation may be tarnished, the decision-making process must be fair and objective. Due process in this context does not mean that the reviewing body will conduct a mini trial, but it will gather all the relevant facts surrounding the matter and make a fair and objective decision based on the facts. The reviewing body may need to interview the person who reported the situation, the person who perpetrated the misconduct, and any other person(s) who have direct knowledge about the situation. The reviewing body will examine all other credible and objective evidence about the situation.

Dismissal or Acceptance of a Complaint

Upon the receipt of a complaint, the reviewing body will evaluate the complaint to determine if it should be dismissed or reviewed. The reviewing body may dismiss a complaint if it determines that any of the following is true:

- i.* the complaint is clearly frivolous or insubstantial;
- ii.* the information contained within the complaint is not credible;
- iii.* the complaint is not within the scope of school policies; *iv.* the complaint has not been timely filed;
- v.* a policy violation would not exist even if the complaint were true;
- vi.* no credible evidence could be provided which could support a finding that a policy violation has occurred;
- vii.* the complaint is anonymous; or
- viii.* the alleged violation has been cured by a good faith effort of the parties involved in the complaint.

In making its determination the reviewing body may obtain and consider information relevant to the matter other than that included within the complaint or provided by the subjects of the complaint.

Within thirty (30) days after the receipt of a complaint, the reviewing body will either dismiss the complaint or accept the complaint for evaluation. After it has made its decision, the reviewing body will advise the person who filed the complaint as to whether it has dismissed or accepted the

complaint. If the reviewing body elects to dismiss a complaint, it shall provide the person who submitted the complaint with its reasons for dismissing the complaint.

Rules of Procedure After Acceptance of a Complaint

If the reviewing body decides to accept a complaint and determine if there has been a violation of school policy, the subject of the complaint will be given written notice of the complaint. The notice shall include information sufficient to provide the subject with a fair opportunity to respond to the complaint.

The subject of the complaint will have thirty (30) days from receipt of notice to submit a written response to the complaint. The response may contain any information which the subject feels is relevant and responsive to the complaint.

The reviewing body may consider the matters alleged in the complaint, the written responses of the subject of the complaint, and other interested parties, other relevant facts, and ethical and legal principles. The reviewing body may question the parties (and, in its discretion, third parties) and obtain such other information as it shall determine is necessary, relevant and proper. The reviewing body may conduct its own investigation into the complaint in its discretion.

If the subject of the complaint fails to respond to the notice within the thirty (30) day period, it will constitute sufficient grounds for the reviewing body to act on the evidence in hand and impose appropriate sanctions. The reviewing body may extend the response period for additional periods upon request.

Determination of Violation

After its evaluation of all information relating to the complaint, the reviewing body will determine whether a violation of school policy has occurred. If the reviewing body determines that a violation of school policy has occurred, it may impose sanctions. The reviewing body will give the subject of the complaint written notice as to its decision on the complaint and the imposition of sanctions, if any. The subject of the complaint may file a written appeal of the sanctions, setting forth all information relevant to the appeal, within ten (10) days of receiving the notice, by sending notice of appeal to the reviewing body. The reviewing body will evaluate the appeal and render a decision on the appeal within seven (7) days. The reviewing body may extend the response period for additional periods upon request. The decision on the appeal shall be final.

Sanctions

We recognize the principle “the punishment must fit the crime”. We do not sentence someone to life imprisonment for jaywalking. There must be a sense of fairness and moral proportion in judging these situations. All cases of abuse and misconduct, from inappropriate commentary to physical assault, will be judged objectively and the reviewing body will fashion a sanction that fairly and equitably addresses the situation, and giving due considerations, to all the facts. In many cases, it may be hard to uncover all the facts, there may be conflicting facts, there may be conflicts of interest, and there may be circumstances and facts that weigh on both sides of the scales of justice. However, the reviewing body will use sound and careful judgment in deciding what type of sanctions to impose. There are four options:

1. **Do Nothing.** The facts do not show that the person committed the policy violation.
2. **A Warning.** The facts show that the person's actions were minor and that a warning is a fair sanction. The warning could be coupled with counseling.
3. **Time Out.** The facts show that the person's actions were serious and warrant suspending the person from the studio or community for a decided amount of time. However, the actions were not so serious that they support termination of employment. For example, the person may be good hearted but made a mistake in judgement. This may weigh toward leniency. The time out period is usually one year but it may be shorter depending upon the circumstances. During the time out the person gets counseling, does spiritual work, contemplates their actions, etc. After the Time Out period expires, the person can approach the reviewing body to ask to re-commence their teaching activities or allow them to rejoin the community. The reviewing body will then determine as to whether the person has resolved their issues and that it is appropriate for them to return. The reviewing body should consider whether there has been a sincere apology and contrition, appropriate reparation to the injured parties, rehabilitation and heart-felt change before the person may return. This decision is entirely at the discretion of the reviewing body.
4. **Dismissal.** The facts show that the person's actions were so serious that they warrant dismissing the person from the studio or community. The person is dismissed, and their employment, independent contractor agreement, or enrollment in the program is terminated.

Attendance Policy

Missing Training Hours:

Each student can miss 10 hours, or one weekend, of the 200-hour yoga training program. These missed hours *must* be rescheduled, included in the cost of the program. If more than one weekend of training is missed, the student must schedule make-up sessions at a rate of \$30 per hour to graduate from the program. Students must contact the program director before the weekend which they will be missing or in the case of an emergency text the program director as soon as possible.

Tardiness:

Any student who is late for class by more than 60 minutes will be docked an hour for every hour missed from their training hours and need to make up at the rate of \$30 per hour.

Withdrawal Policy:

If a student wishes to withdrawal from our program for any reason, they must first contact the program director to discuss their reasons for withdrawal. Refunds will be given in accordance with the program refund policy.

Termination from Program:

The program may decide to terminate any student's participation in the program if: **(1)** false information was used in the admission process that materially affects the program; **(2)** a student missed more than 10% of any subject category; **(3)** a student is absent for more than 3 consecutive

sessions without contacting the program director; **(4)** the student fails to make timely payments of tuition; or **(5)** the student is unable to pass a test after being given 2 attempts. If the program decides to end the student's participation in the program, the student is not entitled to any prior payments or fees. All prior payments and fees are non-refundable and non-transferable.

Termination from Program: Bad Conduct

No refunds will be given if the program removes a student from the program for bad conduct. Bad conduct is violation of the Code of Conduct, gossip, harassment, bullying, or any other behavior that is inappropriate or disruptive to the welfare of the program or to fellow students.

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SABIJA APPLICATION Ref: YTT5

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Reasons why I want to become a Registered Yoga Teacher:

How long have you been practicing? _____ How frequently do you practice? _____

Where do you practice most often _____ and with whom _____

My signature below verifies that I have read through all the documentation on the preceding pages 1-14 about the program, Sabija, including dates and times of sessions, code of conduct, anti-harassment, grievance policy, refund policy, attendance policy and I have asked and received satisfactory answers to all my questions about the program.

Signature: _____ Date: _____