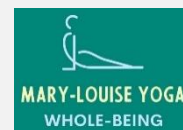

MARY-LOUISE YOGA

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EQUAL TREATMENT POLICY:

Mary-Louise Yoga aims to promote equal opportunities, eliminate discrimination and address harassment through the following in all training settings by:

1. Opposing all forms of unlawful and unfair discrimination.
2. Ensuring all delegates/ course participants will be treated fairly and with respect.

Therefore, Mary-Louise Yoga is committed to providing equality of opportunity regarding its policies and practices across all aspects of the training lifecycle, from enrolment through to the completion of any given course offered.

Mary-Louise Yoga runs courses and training provided by Mary-Louise Aitken. Therefore, I (Mary-Louise Aitken) can confirm that I am aware that all students/ delegates/ course participants who enrol on a course with me have a right to learn in an environment where their dignity is highly valued and that they have the right to expect to learn in a safe and respectful environment, free from harassment and bullying. I am committed to preventing and eliminating intimidation in any form.

This policy ensures that:

All students/ delegates/ course participants learning with Mary-Louise Yoga are treated fairly. I will not tolerate victimisation, bullying, or any other form of unwanted behaviour during the courses I run. I will ensure that no individual will be disadvantaged by conditions, requirements, or practices which cannot be shown to be justifiable.

All students/ delegates/ course participants will be treated with respect and have an equal chance to contribute and achieve their learning goals during the course(s).

This policy aims to safeguard learners against any inappropriate and unacceptable behaviour during any Mary-Louise Yoga training. If any issues come to light, they will be dealt with swiftly and any concerns taken seriously, and in a sensitive and confidential manner.

HARASSMENT AND BULLYING:

HARASSMENT:

Harassment or intolerance that can be defined as conduct that is unreasonable, unwelcome, and offensive can quickly become intimidating, hostile, or humiliating. Sometimes, acts or comments can be made without the intention as being offensive. If any student/ delegate/ course participant is subjected to the behaviour they find, unacceptable, this potentially constitutes harassment.

BULLYING:

Bullying can be unrelenting criticism, and even be threatening, abusive, or insulting. Words and actions can constitute bullying behaviour, as well as written signs. This behaviour can occur in a variety of settings, in public, in private, or online. Any actions that humiliate, manipulate, exclude, and affect the dignity of any individual enrolled on a course with Mary-Louise Yoga and perpetrated by another student/ delegate/ course participant will be addressed swiftly.

DISCIPLINARY MEASURES:

Mary-Louise Yoga will take the necessary steps to dismiss any student/ delegate/ course participant who harasses or bullies another student/ delegate/ course participant without any offer of refund.