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PO Box 7
Semaphore SA 5019

ABN 56 101 826 779

**ETHICS & CERTIFICATION MARK COMMITTEE
DETERMINATION OF THE COMPLAINTS AGAINST A SENIOR TEACHER "T1"
DATE OF DECISION: 19th July 2021**

On the 19th July 2021 the Ethics and Certification Mark Committee of Iyengar Yoga Australia made a determination in relation to a formal complaint against an IYA member and senior teacher ("T1") in accordance with Clause 20 of the IYA Complaints Handling Procedure.

The Complaint was that on or about 21st February 2021 T1 was alleged to have breached the IYA Teacher's Code of Conduct in that there was a general failure by T1 to maintain "*high standards of professional competence and integrity*" in accordance with clause 1.1 of that code by disclosing confidential information about an IYA member and IYA [then trainee] teacher to another senior teacher "T2".

That confidential information concerned, amongst other things, allegations of bullying, harassment, intimidation and threatening behaviour by T2 against the (then) trainee teacher. The (then) trainee teacher had specifically asked that the confidential information not be provided to T2 for fear of reprisal. Upon receiving the confidential information from T1, T2 made unwelcome and inappropriate contact with the (then) trainee teacher which caused that person distress.

Following an investigation a decision was made by the ECMC to find the complaint against T1 made out in accordance with clause 20 CHP.

The ECMC noted that it is vital to the integrity, reputation, and proper functioning of IYA that its members have confidence in IYA teachers, in people holding positions of authority within IYA, and confidence in the IYA complaints handling procedure.

The ECMC also found T1 was a person of good character, had acted with genuine if misguided intentions, and was remorseful.

In accordance with clause 24 of the CHP the ECMC imposed the following sanctions upon T1:

1. **That T1** be reprimanded in accordance with clause 24.1(b) of the CHP;
2. **That** a condition placed upon T1's IYA membership requiring participation in IYA activities designed to further educate IYA members about their rights and responsibilities towards each other and other members of the community in accordance with clause 24.1 c iii of the CHP.
3. **That** the decision to sanction T1 be published on the IYA website in accordance with Clause 38 of the CHP.

