

Council for Yoga Accreditation, International Inc. By-laws

Adopted on May 6, 2012 & Appendix 2 Amended on February 28, 2013

(Feb 28, 2013 Amendment added two levels: Yoga Therapy Physicians & Yoga Therapy Specialist Physicians)

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BY-LAWS OF COUNCIL FOR YOGA ACCREDITATION, International, Inc.

ARTICLE I NON-PROFIT INCORPORATION

1. The name of the non-profit corporation shall be Council for Yoga Accreditation, International, Inc (herein after referred to as the “Accreditation Council”) established in accordance with a filing for registration with the State of Maryland in the United States of America in April 2012.
2. The Accreditation Council shall have a “logo” with similar to the exhibited design below.



3. The Accreditation Council may change its name or logo, at its pleasure, by the same process as by-laws amendment.

ARTICLE II THE MISSION & GOAL

1. **Mission 1: Maintenance of Accreditation Standards** - The Accreditation Council's mission is purely educational, scientific and humanitarian driven, to establish, monitor and verify standards used for certification for any kind of yoga education among yoga institutions. The intent is to ensure that yoga is not misrepresented and those who engage yoga professionals certified by such accredited institutions or seek training in yoga from such accredited institutions have assurance in the certification process that delivers quality.
2. **Mission 2: Maintaining Purity of Yoga** - Yoga provides the link between the body, the life spirit, and the Ultimate. It is a philosophy and approach primarily based on the Yoga Sutras of Patanjali, but supplemented by many other traditional Indian documents like Bhagavad Gita, Hatha Yoga Pradipika, Vasistha Samhita, Yoga Yajnavalkya Samhita, Gheranda Samhita, Shiva Samhita, Goraksha-Shataka, and other texts of Tantra, Bhakti, Jainism, Buddhism and the Vedas. In the recent years, research and development in yoga has created innovations too. Also yoga-type exercises are evident in other traditions as well. However, any thought (documented in a recent or ancient text, or otherwise) that is not justifiable based on the Yoga Sutras will be considered discarded, and any thought from any tradition or anybody that is justifiable based on the Yoga Sutras would be considered acceptable. The Council will establish the Yoga Sutras as the Universal Standard of Yoga for maintaining the purity of yoga. ***The supremacy of the Yoga Sutras as the final reference document will be considered a part of the charter of this Accreditation Council and cannot be amended by any process of amending the by-laws.***
3. **Mission 3: Health Application of Yoga with Spiritual Understanding** – While a non-spiritual view of life makes the popular view of yoga as good for physical health, the Council will promote the understanding that Health is a by-product of the stability of the body-mind-spirit complex, and such balance in health is only a step towards higher spiritual realization. Yoga institutions with long histories have noted that it really does not matter that people interested in yoga initially come for physical health benefits, since eventually spiritual awareness comes as a natural outcome.
4. **Mission 4: Recognition of High Attainment by conferring Mastership or Fellowship of the Council.** Fellowship of the Council would be awarded to those who have attained mastery over yoga as exhibited by Prajnaya or Intuitive Awareness and have helped train high quality teachers of yoga to help the propagation of yoga without misrepresentations. Mastership of the Council would

be awarded to those who have demonstrated significant understanding of yoga, and have made significant contribution towards correct representation and education of yoga. Such a body of recognized experts is needed to ensure correct representation of yoga to the world and to ensure proper accreditation audits.

Appendix 7 provides the rationale for the mission/goals stated here.

ARTICLE III ACTIVITIES OF THE ACCREDITATION COUNCIL

1. **Tax exempt nature of activities** - To accomplish its mission, the Accreditation Council can engage in any suitable activity consistent with the tax exempt status in the United States of America, and other similar provisions in other parts of the world, directly through the Accreditation Council OR any divisions created within the Accreditation Council OR through any other non-profit organization recognized by the Accreditation Council. Examples of such activities are provided in later paragraphs of this article.
2. **Process to confer Fellowship & Mastership** - The Accreditation Council shall establish a process for identifying people with high achievement in yoga and conferring them the Fellowship or Mastership of the Council, and make them a reference body for consultation on yoga issues. Such process will be consistent with the provisions of Article XIII and Appendix 5.
3. **Approved Translation of Yoga Sutras** - The Accreditation Council may approve a list of translations of the Yoga Sutras that may serve as reference text.
4. **Accreditation Audit** - An Accreditation Audit Committee shall be established to examine and audit standards of content, success criteria and qualification of faculty of any yoga educational organization for specific types of certification as specified in Appendix 2, 3 and 4.
5. **Delegation & Sponsorship of Activities** - The Accreditation Council may conduct any such activity through other approved organizations or individuals.

ARTICLE IV MEMBERSHIP

1. **Membership** will be of two kinds: non-voting membership, and voting membership.
2. **Non-Voting Membership** - Any organization that is in the business of teaching yoga and offering certification to individuals, who have received accreditation from this Accreditation Council will automatically be a non-voting member. Also any other organization/Association that is constituted for ensuring quality of yoga would be an automatic non-voting member.
3. **Voting Membership** – From among organizations qualifying for non-voting membership, those organizations that are non-profit by their charter, activities and nature of operation, (which will be solely determined by governing body of this Council) and also have faculty (officers in the case of Associations) who are considered to be highest among the levels of yoga certification – meeting the criteria of a Fellow or Master of the Council – will be a voting member.
4. **Membership Fees** - Each member institution whether a voting member or not, will pay an annual fee. This fee will be determined by the Board of Directors and be subject to change from time to time by a simple majority of the Board of Directors. The intent of the funds collected from fees is for the basic maintenance of the organization. Fee guidelines are suggested in Appendix 6.
5. **Member Representative of Council** - Every member institution will nominate a representative for the Council. For voting members, the representative must meet the requirement of being a Fellow

or Master of the Council, except at the time of initiation when the signatories forming the Council will be deemed voting members.

6. **Maximum Voting Membership** will be 100, unless revised at a later point in time.

ARTICLE V BOARD OF DIRECTORS

1. **Number of Directors** - The Accreditation Council may have up to nine Directors on the Board. The number of initial directors may be less than nine but not less than three. At anytime, if the number of directors is less than the maximum allowed, the Board may adopt additional individuals to work as Directors in accordance with the provisions of the incorporation, jurisdiction of operation, and these by-laws.
2. **Initial Board** - Upon execution of the formation documents, the original signatories of incorporation, numbering nine or less, but at least three (3), will automatically constitute the Board of Directors of the Accreditation Council appointed for a period of 5 years without any other consideration. Since the signatory would typically be a head of an Institution whose responsibilities and capacity may limit active functioning on the Board, by a formal letter at the time of the original signature, s/he may designate an individual from their institution to serve as Director.
3. **Distinction of Director and Member Representative** – While the member is an organization for whom the representative assigned by the organization may change from time to time at the will of the member organization, the Director is a specific individual with a set term of office. Except when two or more qualifying individuals are not available from a member organization, or if the Board majority agrees to provide an exception, a Director who happens to be associated with a member organization may not also be the representative for the member organization. The only exception will be the Initial Board where the Director and member representative will be the same until such time other qualifying individuals are identified by due process.
4. **Authority of Board** - The Board of Directors shall have the control and management of the affairs and business of the Accreditation Council. The Board of Directors shall act only in the name of the Accreditation Council.
5. **Quorum** - Not less than fifty-one percent of the current members of the Board of Directors shall constitute a quorum, provided there are a minimum of three (3) Directors present.
6. **One vote per Director** - Each director shall have one vote in the functioning of the Board, and such voting may not be done by proxy.
7. **Board Discretion to make Meeting Rules** - The Board of Directors may, in its discretion, make such rules and regulations covering its meetings as it deems necessary.
8. **Filling mid-term vacancies** - Mid-term vacancies in the Board of Directors arising from resignation, removal or death of a director may be temporarily filled by a vote of the majority of the current directors of the Board for no more than one year, until the next election by the voting membership.
9. **Filling regular Vacancies** - Vacancies in the Board will be filled by those receiving the highest number of votes received from the membership who are eligible to vote.
10. **Term of Director** - The term of a director will be for a fixed period of six (6) years, unless: (a) it is an initial appointment of 5 years by virtue of being a founder of the Council; or (b) it is an

appointment to fill the remaining term of a person who no longer remains a director; or (c) the Board determines a particular vacancy to be less than six years prior to election for any specific reason. One such reason may be ensuring one-third of the board retires every two years and are newly elected.

11. ***Eligibility to vote for the Board of Directors*** will require a voting membership as defined in Article IV and being current of membership dues, if any, of the organization.
12. ***Eligibility for Nomination to Directorship Vacancy*** - Except for the initial Board, eligibility to stand for elections to become a Board member will require one to be a Master or Fellow of the Council.
13. ***Minimum Share of Fellows on the Board*** - Except for the initial Board, a minimum of 51% of the full Board must be Fellows of the Council. If there are five (5) or less Fellows at any given time, after the initial five years, all of them will be considered appointed to the Board without elections.
14. ***The process of election of Board members*** will be as follows:
 - A. Nomination of candidates will be done at least 45 days before an election in one of two ways:
 - Each voting member institute may nominate one person from their institute who has a high level of achievement in yoga and is recognized as a Master or Fellow of the Council.
 - Alternatively individuals of high standing in yoga without any affiliation with any member institute who have been conferred Fellowship may be nominated provided two voting member Institutes propose the nomination in writing.
 - B. Validation & Ballot - The secretary of the Council will ensure that all requirements of candidature are met and cause the nominees to appear on the ballot communicated to all voting members at least 30 days before the elections.
 - C. Election - The vacant positions will be deemed to be filled by those with the highest number of votes provided the minimum requirement of Fellows in the Board is met.
 - D. Exception – The only exception to this process will be during the early months of the existence of the Council when the first 3 Fellows of the Council have not been named, where by 75% Board majority additional directors may be appointed to vacant positions. However this exception will cease upon the completion of 11 months of the organization since date of formation or the election of 3 Fellows, whichever happens first.
15. ***Officers of the Board & their Terms*** - The Board of Directors shall elect one of its members to act as a Chairperson of the Board for a period of two calendar years or a part thereof. The Board of Directors shall elect one Board Member to act as the Secretary of the Accreditation Council who will hold office for two calendar years or a part thereof. As needed the Board may appoint a Vice Chairperson or Treasurer on a similar basis for a period of two calendar years or a part thereof. All such officers elected by the Board for a specific term stay in office only as long as they have majority support of the Board members. Notwithstanding the term of appointment, a simple majority of the Board can replace any officer by another Board member by issuing such a written notice under the name/signature of the specific Board members constituting the majority.
16. ***Fiduciary & Legal Responsibility of Board*** - The Chairperson, Secretary, and other members of the Board of Directors shall be responsible for promoting the mission of the Accreditation Council and complying with its mission and all its legal and fiduciary obligations as a non-profit organization in accordance with the statutory requirement of the jurisdiction of operation.
17. ***Suspension of a Director's term*** will be automatic if the Director does not have the conscious wherewithal to understand or respond to communications, and will not be counted towards the quorum requirement. Similarly a Director may invoke voluntary suspension of term, if s/he

expects not to be able to receive or respond to communications for enough time where the operations of the Board may be jeopardized for lack of a quorum.

18. **Termination for Criminal Offence** - Conviction for a criminal offence will cause immediate termination of the term of a Director.
19. **Termination of Director** appointment prior to completion of the full term, other than for criminal offence, will require at least 51% of the Board present and voting, with three-quarter majority agreeing to terminate a director for one of the following reasons:
 - (a) Lack of meeting attendance or participation for at least six months;
 - (b) Inability to contact, having not provided new contact information and has consequently resulted in no meeting attendance or other interaction for at least six months;
 - (c) Any other reason that makes the director concerned non-functional for the interest of the Accreditation Council.Termination of a director should not be taken lightly, and efforts as suitable should be considered by the directors to prevent such a situation. Further, the Board may choose not to enforce the termination if they find reasonable explanations for temporary behavior. Further any such director will be given the option to resign prior to any vote of the Board to terminate a director.
20. **Recall of any elected Director** will be immediate upon 50% of the voting membership petitioning the Board, and petition signatory names are verified. The replacement process will be treated as for a mid-term vacancy.

ARTICLE VI ANNUAL MEETING

1. **Timing of Annual Meeting** - The annual meeting of the Accreditation Council shall be held around the annual statutory filings of financial statements – in the interval of 60 days before or after the filing – enabling the members to review the operations and financial statements, ask questions, and elect new Board members.
2. **Quorum** - There will be no quorum requirement to conduct the annual meeting and review the state of the Council, and answering questions from the membership. However, for any resolution of the membership to pass, including election of new Directors, in the Annual Meeting, 50% of the membership will form a quorum, and a simple majority vote will be considered adequate. Voting will be permitted either by proxy or by written communication casting the vote.
3. **Access through Technology** - The Board shall seek to make the Annual Meetings as accessible as possible through phone and internet, etc. provided the cost is not prohibitive.
4. **Notification of Meeting** - The Secretary of the Accreditation Council shall cause to communicate (by paper mail, email or any other personal communication medium) to every member and director of the Council at his/her contact coordinates, as it appears in the records of the Accreditation Council, a notice indicating the time and place of the annual meeting, the proposed agenda, ballots for any voting, and any arrangements made for remote participation, at least thirty (30) days before the meeting.

ARTICLE VII BOARD MEETINGS

1. **Frequency of Board Meetings** - The meetings of the Board of Directors shall be as frequent as deemed necessary, on a date and place to be decided by the Chairman/Secretary of the Board. For the purpose of a quorum of 51% of Board members, participation by phone or video-conference will be considered acceptable, unless the Board decides otherwise.

2. **Email Board Meetings** - The Board may engage in email or any other form of electronic communication to deliberate and make decisions as if it were a Board meeting in person. For such email/electronic communications the quorum will be considered to be 100% of the Board members, since all Directors will receive all communications. Such an engagement may be initiated by the Chair of the Board or the Secretary of the Board on behalf of the Chair, or by any Director who has established the support of a simple majority of the Board Members. The Chair, or a delegate of the Chair, will be the official moderator of such electronic meetings.
3. **Notification Requirements** - For Board meetings, the Secretary of the Accreditation Council shall send communication of the meeting to all directors at their contact-coordinates as they appear in the Council records at least seven (7) days before the scheduled date, except for email meetings that can be initiated at any time. Such notice shall indicate the business to be transacted at such meeting. Similarly, at the request of the simple majority (51 percent) of the members of the Board of Directors, the Secretary of the Accreditation Council shall cause a special meeting to be called but such request must be made in writing at least seven (7) days before the requested scheduled date. An exception to this notification requirement will be when all members of the Board of Directors are present and unanimously agree to address a proposed agenda.
4. **Email Meeting Protocol** - Meetings conducted over email may be of duration more than one day and the following will be the protocol. The opening of such meetings will be recorded when either the Chairperson, Secretary on behalf of the Chairperson or a Director with support of 51% of the Board initiates the list of items for discussion and/or approval and communicates to all Board Members. Unless the Chairperson determines otherwise, by default the person who initiates the meeting shall be the moderator for the email meeting. The meeting will be deemed adjourned when all Board members have voted on all issues or upon completion of seven (7) days from the first initiated communication, unless the Chair seeks to extend the meeting. If the meeting is adjourned after 7 days or longer without all members voting, the non-voting members will be deemed to have abstained from voting on the matter under consideration provided a minimum of 4 days was given for them to respond on a resolution. The proceedings recorded from such meetings will constitute the Minutes of the Meeting.
5. **Quorum** - The presence of not less than 51% of the current directors whether in physical person, over audio, or video conference shall constitute a quorum, which shall be necessary to conduct the business of the Accreditation Council. However, a lesser number of directors attending the meeting may adjourn the meeting for a period of not more than three weeks from the date scheduled by these By-Laws and the Secretary shall cause a notice of this rescheduled meeting to be sent to all those directors not present at the original meeting at least 3 days before the meeting. A quorum, as herein before set forth, shall not be required at any adjourned meeting except that at least two directors must be in attendance except for purposes where the attendance of a greater number of directors is required by the relevant laws of the jurisdiction of operation.
6. **Absence of Chairperson** - In the absence of the elected Chairperson of the Accreditation Council and also Vice-Chairperson if appointed, the majority of the members of the Board of Directors attending the meeting may elect, by a simple majority, any of the members attending the meeting as the Chairperson for that specific meeting.
7. **Resolution on Items not Listed on Agenda of Meeting Notice** - Any resolution on business considered in a meeting that was not listed in the agenda of the meeting notice, will not be considered passed unless there is an absolute majority of the Board without regard to majority of Directors present.
8. **Voting at Board meetings** - At all Board meetings all votes shall be by voice or in writing. If the majority of directors attending the meeting so request, voting may be conducted by ballot. When

voting by ballot the Chairperson of such a meeting shall, prior to the commencement of balloting, appoint by approval of the majority of the directors, one director as a "supervisor." The supervisor shall, at the conclusion of such balloting, certify the results in writing to the Chairperson or verbally to the entire Board who voted. The certified copy shall be physically affixed as part of the minutes of that meeting or the Board may pass a resolution accepting the verbal announcement and recording the results of the vote in the minutes. No supervisor of voting shall be a candidate for office or shall be personally interested in the question voted upon. If no director is willing to work as a "supervisor," the Chairman/Chairperson may invite a third party, approved by the majority of directors in a regular Board meeting, to work as a "supervisor" of voting.

ARTICLE VIII ORDER OF BUSINESS

The Board may choose any order of business in each meeting and shall not be governed by any fixed order as long as meeting attendance, approval of the previous meeting minutes and any resolutions passed are recorded. The order of business shall be consistent with the announcement of the Agenda in the meeting notification, but may be altered if there are no objections from the directors present. The following shall serve as a check list to ensure that each meeting covers all relevant subjects:

- Record of Attendance;
- Approval of the Minutes of the preceding meeting;
- Old and Unfinished Business;
- New Business;
- Reports of Individual Directors and/or Committees;
- Record of Time Adjourned.

ARTICLE IX: ACCREDITATION COUNCIL VOLUNTEERS

The Chairperson and Secretary of the Board of Directors, by virtue of their office, may enlist required number of volunteers to assist the Accreditation Council in carrying out its business, ensuring that necessary disclaimers are obtained from the volunteers ensuring the Accreditation Council's interest is not compromised in any way.

ARTICLE X: RESPONSIBILITIES OF THE BOARD OF DIRECTORS & OFFICERS

1. ***Chairperson & Vice-Chair*** - By virtue of his/her office, the Chairperson shall present at each annual meeting of the Accreditation Council an annual report of the Accreditation Council's work. He/she, with the concurrence of the Board of Directors, shall appoint all committees, temporary or permanent, consisting of the directors and/or Accreditation Council members, volunteers or others as needed. The Chairperson and the Secretary of the Board, if a Treasurer is not appointed, shall be the two directors who will account for all expenses and revenues of the Accreditation Council, although any director may be delegated by the Board to operate bank accounts and other investments. The Chairperson shall have such powers as may be reasonably construed as belonging to the chief executive of any non-profit organization, ensuring that all books, reports, and certificates required by law are properly kept or filed. In the absence of the Chairperson, the Vice-Chair, if the position is filled, will inherit the responsibilities of the Chairperson.
2. ***Secretary*** - The Secretary of the Board of Directors shall keep the minutes and records of the Accreditation Council in appropriate books. The minutes of each meetings of the Board of Directors will be distributed to all the Board members as part of the notification of the subsequent meeting and approved at such subsequent meetings. In the absence of a Treasurer, the Secretary

shall have such powers as may be reasonably construed as belonging to the chief financial officer of any Accreditation Council, and when a Treasurer is present such responsibility will be vested with the Treasurer. It shall be the Secretary's duty, unless authorized differently by the Board, to file any certificate required by any statute of the country or state of operation. The Secretary shall give and serve all notices to the Accreditation Council's directors. The Secretary shall be the official custodian of the records and seal of the Accreditation Council. The Secretary shall present to the Board of directors at any meetings any communication addressed to or by the Secretary of the Accreditation Council, in such capacity in the interest of the Accreditation Council. The Secretary shall attend to all correspondence of the Accreditation Council and shall exercise all duties incidental to the office of Secretary.

3. ***Treasurer*** - The Treasurer, or Secretary when the Treasurer's position is vacant, shall have the care and custody of all monies, securities, and properties belonging to the Accreditation Council and shall be responsible for such monies, securities, and properties of the Accreditation Council, jointly with the Chairperson and other directors. The Chairperson, Secretary, the Treasurer or any delegated Director may carry petty cash of any reasonable amount that may be authorized by the Board of Directors for any specific event or groups of specific events and will account for the expenditures incurred backed by appropriate proofs of payment. The Treasurer or Secretary shall cause all funds received by the Accreditation Council (excluding the petty cash) deposited in a bank in appropriate accounts so that the Accreditation Council can earn reasonable interest income on such deposits. The Board of Directors, however, may cause such funds to be invested in such other investments as shall be legal for a non-profit corporation within its operational jurisdiction. No special fund may be set aside that shall make it unnecessary for the Chairman/Chairperson, Secretary or Treasurer to sign the checks issued upon it. The Treasurer or Secretary, and in his/her absence the Chairman/Chairperson, shall render at intervals as the Board of Directors shall determine, a written account of the finances of the Accreditation Council and such report shall be made part of the minutes of the Board of Directors of such meeting. The Secretary shall exercise all duties incident to the office of Treasurer when the office of the Treasurer remains vacant and unfilled.
4. ***Uncompensated Service*** - No director shall for reason of his/her office be entitled to receive any salary or compensation in his/her capacity as a director, but nothing herein shall be construed to prevent a director from receiving any stipend or compensation from the Accreditation Council for such duties and functions as he/she may perform to carry out the Accreditation Council activities other than as a director, subject to approval by the Board of Directors by a simple majority vote.

ARTICLE XI: DAY-TO-DAY OPERATIONS

1. ***Appointment of Executive Director*** - The Board may appoint an Executive Director to carry on the day to day operation. Such an Executive Director may or may not be a Board member, and could be a volunteer or be paid, as per the terms approved by the Board. The Chairperson and other officers may delegate signatory authority to the Executive Director for communication or for management of monies, and for keeping the books of the Council, while themselves retaining their fiduciary responsibility. If the Executive Director is a member of the Board, the Chairperson may allow the Executive Director to moderate meetings.
2. ***Annual Budget and Expense Authorization*** – By default the Chairperson will be authorized to approve single expenses of no more than \$500 and total monthly expenses not exceeding \$1,000. However the Board may approve an annual budget or amendments to it from time to time, and when such an approved budget is in place, the Chairperson will be considered authorized to operate within the budget without further approval from the Board. When an Executive Director is appointed, the same expense authority of the Chairperson may be delegated to the Executive Director.

ARTICLE XII AMENDMENTS

1. ***These By-Laws, excluding the Appendices***, may be altered, amended, repealed, or added through the following process:
 - First, three-quarter majority of the Board of Directors during any Board Meeting must vote to affirm the change;
 - Second, upon such approval by the Board of Directors, a voting among the voting membership will be arranged, where among those voting, a simple majority (more than 50%) must approve of the change. The quorum requirement among eligible voters will be 50%, and at least 30 days must be given to the eligible voters for response. If inadequate voters vote within 30 days, then the voting period may be extended for no more than another 11 months – in effect allowing one year – to get the quorum. In such cases where the voting period is extended, the voting would be treated as completed the moment 50% of the membership have voted.
 - Finally, a voting must be arranged among all the living Fellows of the Council. Three-quarter majority approving the changes with at least 50% quorum established over a 30-day voting period will ensure passage of the amendment.
2. ***The Appendices to these By-laws*** may be amended by three-quarter majority of the full Board alone without the more restrictive process for the main by-laws.

ARTICLE XIII YOGA COUNCIL, FELLOWS & MASTERS

1. ***List of Yoga Fellows and Masters*** - A list of Yoga Fellows and Masters recognized by the Council will be maintained by the Secretary. The list of Yoga Fellows will be divided into two groups called Active and Retired/Suspended, with the active list referred as the Yoga Council.
2. ***Qualification for Fellows*** - Such Fellows will be recognized and selected by the following characteristics
 - Attainment of Prajnaya or intuitive awareness through advancement in yoga that brings much wisdom and higher perceptive abilities;
 - Significant commitment and contribution to Education of Yoga
3. ***Qualification of Masters*** - Masters will be recognized by their significant contribution and commitment to education of Yoga alone, without considering the Prajnaya requirement for Fellows. All initial signatories, by the very act of being initial signatories will be viewed as having met the requirement of a Master of the Council, will be deemed to be at least a Master of the Council, pending whatever process is evolved to identify Fellows.
4. ***The Yoga Council*** consisting of Fellows will serve as a reference group on any question related to yoga. While the award of Fellowship is for lifetime, the membership in the Yoga Council need not be lifetime. Those who are unable to serve the intended role of the Council may voluntarily retire or suspend their inclusion in the Council.
5. ***Initial Selection of Fellows*** - While the first three Fellows will be selected by the first Board by three-quarter majority, all selections of Fellows thereafter will be selected by three-quarter majority vote of the Board only after receiving the nomination from the Yoga Council as described in Appendix 5.
6. ***Coordinator of Yoga Council*** - The Yoga Council will announce at each Annual Meeting or from time to time inform the Board the name of one person who is serving or will begin to serve as the

Coordinator of the Yoga Council. The period of the appointment, terms of appointment and the process of appointment will also be shared with the Board. The Yoga Council may choose either a consensus approach or majority approach to make their decisions on any matter including appointing of a Coordinator or for sending Nominations for prospective Fellows to the Board. The Coordinator will be the spokesperson or chief liaison for the Yoga Council. The Yoga Council Coordinator cannot be a member of the Board.

7. ***Selection of Masters*** - Masters recognition will be conferred on anyone when approved by the Board with at least three-quarter majority. The Board will be governed by a process to nominate and vote on appointing Masters of the Council as in Appendix 5.
8. ***No Requirement of Council with Member Institutions*** - Neither Masters or Fellows or candidates for such nomination need be part of the member institutions.
9. ***Lifetime Award*** - Award of Fellowship or Mastership is for life and no fees or membership are required to maintain the status.
10. ***Attachment of Qualification*** - Those recognized with such honors may exhibit in their qualifications after their names MCYA or FCYA connoting Master or Fellow of the Yoga Accreditation Council, International.

ARTICLE XIV CERTIFICATIONS, THEIR REQUIRMENTS & ACCREDITATION

1. ***Levels of Certifications & Requirements*** - The levels of certification and requirements for such certifications will be sensitive to the nature of the professional needs of society without compromising the missions/goals of the Council. Such certifications and their requirements are described in Appendix 2.
2. ***Accreditation Audit Process*** - There will be an established accreditation process to audit member institutions to ensure that certifications meet credible and adequate standards, and that members operate with the integrity required to fulfill the missions/goals of the Council. The process is described in Appendix 3.
3. ***Accreditation Audit Committee*** - There will be an Accreditation Audit Committee consisting of Fellows and Masters of the Council appointed by the Board to conduct the accreditation audit process. The number of Committee members will be sizable enough to ensure that no audit is a narrow view of one or two people. Exceptions may be made during the initial years of the Council when there are not sufficient numbers of Fellows or Masters. The process of selecting the Committee, size and composition, and its jurisdiction of operation, are described in Appendix 4.

ARTICLE XV PAYING FOR COSTS OF ORGANIZATION

1. ***Sources of Revenue*** - The organization will have at least two sources of revenue in the outset: membership dues and accreditation fees.
2. ***Shares of Revenue*** - There will be no requirement on the magnitude or apportionment of these revenues in any way.
3. ***New Sources of Revenue*** - There will be no limitation in exploring additional sources of revenue provided it would be within the requirement of a non-profit organization meeting the tax-exempt requirement.

4. **Operation without Debt or Big Surplus** - Costs of the Council for its activities (like membership maintenance and accreditation) must be fully paid by the revenues raised. Further, at no time will sizable surpluses be created with an intent of increasing the wealth of the Council.
5. **Option for Volunteer or Paid Services** - Other than the governance of the Board which will be uncompensated, all other work including accreditation audit may be done by volunteers or paid staff or contractors.

ARTICLE XVI SALARIES & COMPENSATION

1. **Employment** - The Board of Directors may hire and fix the compensation of any employees employed by the Accreditation Council, which they in their discretion may determine to be necessary, for conducting the Accreditation Council's business.
2. **Payment to Directors for Services outside Capacity** - The Board of Directors may also compensate individual directors for any services rendered by them in a capacity other than as a director. Any payments to employees or individual directors for services rendered to the Accreditation Council, other than in their capacity as a director, will require the Board of Directors' approval. The Board of Directors will provide such approval using criteria that will ensure that the payments made are comparable for similar services by individuals with similar qualifications. The Board of Directors will keep a record of criteria used and will adhere to the provisions of Article XXII below and Appendix 1 with respect to conflict of interest.

ARTICLE XVII DUES

The Board of Directors shall take such legal steps as needed to recover any dues owed to the Accreditation Council for any services or materials rendered.

ARTICLE XVII – COMMITTEE FOR FIDUCIARY RESPONSIBILITY

Without prejudice to the responsibilities of the Board of Directors, upon request by member institutions or upon a perceived need by the Board, the Board may appoint a Committee for Fiduciary Responsibility. The Secretary of the Council will be a required member while the Chair of the Committee should be a person who is not part of the Board. The Committee will audit the fiduciary aspects of the Accreditation Council's operations. This committee may consist of any number of members selected from the voting membership, so long as it does not exceed nine members.

ARTICLE XVIII: AUDIT

The Accreditation Council's accounts will be audited as required by the nature of incorporation and laws of the jurisdiction of operation.

ARTICLE XIX – OTHER COMMITTEES

Other committees will be appointed and dissolved by the board as needed from time to time. The maximum and minimum size of these committees will be determined as appropriate at a later time by the Board.

ARTICLE XX – INTERNATIONAL OPERATIONS & REGIONAL CHAPTERS

1. **Council Chapters** - In countries or world regions with sufficient numbers of members, the Council may authorize a country-wide or region-wide (including other countries) Council Chapter.
2. **Naming Chapters** - Such Chapters will bear the same name as this Council with an extension indicating the country or region.
3. **Financial Self-Sufficiency of Chapters** - Each such country or regional Chapter will make a small contribution towards the maintenance of the worldwide body, as determined mutually between this Council and the Chapter, but otherwise in their operation they will be financially self-sufficient.
4. **Terms of Operation of Chapters** - The operation of the regional chapter will be subject to the terms of agreement with the worldwide Council.

ARTICLE XXI ETHICS OF OPERATION

1. **Ethical Requirements** - The Accreditation Council will operate within the ethics of yoga as described by Yama, Niyama and Dharma, all understood correctly, in addition to complying with legal and general ethical requirements.
2. **Yama** will be generally understood as the natural restraint of a thinking person, who will be true to his/her conscience. All elements of Yama will be considered within the context of Dharma. Brahmacharya will be understood as ‘exploring or moving within (*Chara*) all of creation (*Brahma*)’ interpreted as effort to understand.
3. **Niyama** will be generally understood as having discipline and regularity in living – being balanced in life while one is engaged in ones duty. One of the Niyamas, *Ishvara Prannidhaana* or surrender to the Universal Controller will be understood as the willingness to let go of one’s sense of controlling anything.
4. **Dharma** will be understood as what supports the cosmic flow (*Rita*). In other words, there will be no qualitative judging of any action by anybody, except as needed to fulfill ones duty, being true to ones conscience.

ARTICLE XXII CONFLICT OF INTEREST POLICY

The Accreditation Council will adopt a Conflict of Interest Policy as outlined in Appendix 1 to the By Laws. Specifically, no director or employee will have any business relationship other than their positions as directors and employees of the Accreditation Council.

Appendix 1:

Conflict of Interest Policy Of the Accreditation Council

Article I - Purpose

The purpose of the conflict of interest policy is to protect the Accreditation Council's interests as a tax-exempt organization when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or a director of the Accreditation Council or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II - Definitions

1. **Interested Person** - Any director, principal officer, or member of a committee with Board of Director delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. **Financial Interest** - A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Accreditation Council has a transaction or arrangement,
- b. A compensation arrangement with the Accreditation Council or with any entity or individual with which the Accreditation Council has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Accreditation Council is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2 (of this document – Appendix 1), a person who has a financial interest may have a conflict of interest only if the appropriate Board of Director or committee decides that a conflict of interest exists.

Article III - Procedures

1. **Duty to Disclose** - In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with Board of Director delegated powers considering the proposed transaction or arrangement.

2. **Determining Whether a Conflict of Interest Exists** - After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Board of Director or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

a. An interested person may make a presentation at the Board of Director or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or

arrangement involving the possible conflict of interest.

b. The chairperson of the Board of Director or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

c. After exercising due diligence, the Board of Director or committee shall determine whether the Accreditation Council can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board of Director or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Accreditation Council's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy

a. If the Board of Director or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board of Director or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV - Records of Proceedings

The minutes of the Board of Directors and all committees with board delegated powers shall contain:

a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board of Director's or committee's decision as to whether a conflict of interest in fact existed.

b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V - Compensation

a. A voting member of the Board of Directors who receives compensation, directly or indirectly, from the Accreditation Council for services is precluded from voting on matters pertaining to that member's compensation.

b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Accreditation Council for services is precluded from voting on matters pertaining to that member's compensation.

c. No voting member of the Board of Directors or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Accreditation Council, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI - Annual Statements

Each director, principal officer and member of a committee with the Board's delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Accreditation Council is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII - Periodic Reviews

To ensure the Accreditation Council operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management Accreditation Councils conform to the Accreditation Council's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII - Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, the Accreditation Council may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board of Director of its responsibility for ensuring periodic reviews are conducted.

Appendix 2.

Certification Levels & Their Requirements

The six levels relevant for the world today appear to be the following:

- Yoga Instructor Certification is certification for any specific technique or regimen – The certification establishes that the person can teach a particular technique safely and competently, and also within the legal and regulatory environment of the geographic jurisdiction. There must be teacher evaluations of the candidate for the technique as well as documented evidence of having passed a written exam or project report that clearly demonstrates understanding of the technique, its safe practice, ability to instruct others effectively and understanding of professional practice considerations.
- Yoga Teacher Certification – The certification establishes that the person can evaluate the need of each individual subject in a customized manner and prescribe the right set of routines to meet the needs of the subject. The ability to individually examine a subject and prescribe appropriately can arise in one or both of the following ways:
 - (i) Intensive training in a system that teaches to observe external indicators and prescribe accordingly as per the validation of the system e.g. like muscle and bone alignment like in the Iyengar system. In addition, there must be successful completion of a course in human anatomical and physiological system tailored to the system needs.
 - (ii) Development of Prajnya that allows intuitive (psychic) reading of energy flows, and finding of right exercises to correct imbalances in energy flow of the human system (*Chitta* or *citta*). Also for certification, the student must demonstrate with documented evidence through case reports and exams monitored by a qualified faculty of having successfully developed the ability to counsel individual subjects on yoga exercises and the understanding of Dharma.
- Yoga Therapist Certification is a slightly higher level certification from that of a teacher. It establishes that the person can treat a person for a specific disease condition with a higher level of medical understanding comparable to healthcare practitioners. The ability to individually examine a subject and prescribe appropriately can arise in one or both of the following ways:
 - (i) Training in bio-medical knowledge used by physicians or the Naadi readings of Ayurvedic doctors, and training in yoga therapy for different medical conditions as established by statistical research, as in the case of Kaivalyadhama, SVYASA, Patanjali Yog Peeth, and other research institutions.
 - (ii) Training in newly developed and validated measurement systems that may emerge in the future and the use of statistically validated exercises to address specific conditions. At this time, measurement of energy flow along meridians (based on acupuncture) is a developed technology that is being used for diagnostic purposes on experimental basis in many countries including USA. It measures imbalance in the energy flow in each part of the body. It is expected that many yoga institutes will be doing active research to statistically validated exercises that correct specific imbalances in energy flow.
- Yoga Therapy Physician Certification – This is simply an extension of the Yoga Therapy certification, but for a licensed physician who has the ability to diagnose and treat. It is expected that the Yoga Therapist, in some jurisdictions, may not be allowed to practice independently, but only under the approval of a physician for specific yoga treatments, and also the Yoga Therapist is not expected to perform any diagnosis in a conventional sense.

- Yoga Therapy Physician Specialist Certification is simply for a physician who is specialized in a disease category.
- Doctoral Degree in Yoga – This is relevant only for Universities that grant such a degree and subject to other accreditation requirements of a regular University. This certification typically establishes the ability of a person to conduct independent research. [Yoga Mastership and Fellowship are different. These are not part of the audit of institutions. These certify the highest level of achievement in yoga where one is able to develop new techniques, new perspectives on yoga, new approaches or solutions and contribute towards furthering the education of yoga. This would be established based on written work, recorded conference presentations, testimonials and with peer recognition from another yoga institution.]

In addition to these certifications which are governed by the Accreditation Council, other certifications of yoga related courses for continuing education may be offered in other fields whose standards are governed by other accreditation bodies. These have nothing to do with this Council. However the Council will seek to bring influence and bring acceptability of the CYAI standards for the responsible representation of yoga by other accreditation bodies.

Eligibility for the Six Levels & Degree Association

Pre-requisites for eligibility for seeking any level of yoga certification (other than the physician licensing requirement for the two relevant certifications) is really adequate maturity that provides a variety of skills that makes one a receptive student and when certified can be a successful Instructor, Teacher or Therapist. While this can be assessed on a case by case basis by any accredited institution, following general rules are applicable.

For enrolling in a Basic Technique Instructor Certification program for any technique, anyone who is deemed a high school graduate or equivalent will be the minimum qualification for eligibility. This certification would serve as a diploma or equivalent certification.

For enrolling into a Yoga Teacher Certification Program, the requirement will be a Bachelor's degree or equivalent in any field, unless such studies are part of a four-year program to award a Bachelor's in Yoga. For those pursuing this after a Bachelor's, it will be considered a Post Graduate Diploma or Masters degree.

For enrolling in a Yoga Therapist Certification Program, a Bachelor's level degree is a requirement for all, and the certification will be comparable to a Masters Degree in conventional University Education.

In the case of doctoral degrees, the prerequisites are the same as for other fields. The committee awarding the Ph.D. must have at least one senior faculty from another Yoga institution who has the standing of a Fellow of the Council.

For Prajnaya based approach to training, prerequisites in terms of formal degrees are not relevant. In addition there can be exceptions to prerequisites when reasonably justified.

Summary Table of Proposed Certification Standards

Certification Level	Eligibility	Study Content	Success Criteria	Certification or Degree
<u>Yoga Instructor</u>	At least High School completion or equivalent	<ul style="list-style-type: none"> - Summary study of the Yoga Sutras - The Specific Technique, Exercise or category of Exercises - Instruction Practicum and Professional Practice considerations 	<ul style="list-style-type: none"> - Exam that establishes comprehensive understanding of yoga and place of the specific technique - Exam that demonstrates understanding of appropriate use of technique especially with regard to safety consideration - Faculty certification of (a) student mastery of technique and (b) Instruction Practice as adequate to lead an instruction session independently with adherence to professional practice considerations 	General Certificate called Accredited (Institution) Yoga Instructor Certification in a specific technique. May use AYI as qualification after name.
<u>Yoga Teacher (Observed Metrics Approach)</u>	At least Bachelors degree or equivalent, except when it is pursued as part of a Bachelor's Degree in Yoga	<ul style="list-style-type: none"> - Line by Line study of Yoga Sutras with special focus on understanding of Dharma - Human System study with specific discussion on the observed metrics - Study of other traditional texts and or a Capstone course on integration of theory and practice of yoga - Training in different exercise regimen specific to individual needs. - Individual customization Practice - Professional practice considerations 	<ul style="list-style-type: none"> - Exam that establishes (a) comprehensive understanding of all aspects of yoga, (b) yoga's healing by cleansing and balancing energy flow, and (c) importance of Dharma in therapy as understood from the Yoga Sutras - Exam that establishes degree of understanding of the Human System and relevance of the metrics used to assess the subject. [This can be waived for physicians, and for those with degrees where human system has been covered and can establish adequacy by showing syllabus of course and score obtained in course.] - Exam that demonstrates understanding of appropriate use of technique including safety consideration - Faculty certification of (a) mastery of diverse exercises used including physical, breathing and meditation practices, and (b) observed Practice sessions indicating adequacy to counsel subjects specific to their needs 	Accredited (Institution) Yoga Teacher Certification or Bachelor's Degree in Yoga if breadth and depth of other studies meet regular University requirements. May use AYT as qualification after name.

<i>Continued from Previous Page</i>				
Level	Eligibility	Study Content	Success Criteria	Certification
<u>Yoga Teacher</u> (Prajnya Approach)	No formal degree requirement	<ul style="list-style-type: none"> - Line by Line study of Yoga Sutras - Discussion of Dharma Shastra - Training in Prashna Shastra - Training in different exercises used for specific needs - Individual customization practice - Professional practice considerations 	<ul style="list-style-type: none"> - Exam that establishes (a) comprehensive understanding of yoga, (b) yoga's healing by cleansing and balancing energy flow, and (c) importance of Dharma in therapy as understood from the Yoga Sutras. - Exam or certification from faculty on Understanding of Dharmic Use of Prashna Shastra and potential for biases of mind in answers from Prashna Shastra. - Faculty certification of (a) mastery of diverse exercises used including physical, breathing, <u>mantras</u> and meditation practices and (b) effectiveness of student through documented cases that demonstrate ability of student to counsel each subject in a customized manner. 	Accredited (Institution) Yoga Teacher Certification. May use AYT as qualification after name.
<u>Yoga Therapist</u> (May be specialized for specific disease conditions)	At least Bachelors degree or equivalent	SAME AS YOGA TEACHER + <ul style="list-style-type: none"> - Higher level bio-medical studies for therapists including medical report assessments - Study of other texts & papers that establish evidence of therapeutic techniques - Training in specific exercises used for therapy 	<ul style="list-style-type: none"> - SAME AS YOGA TEACHER + - Faculty certification of (a) mastery of exercises used for therapy, and (b) effectiveness of student through documented cases that demonstrate ability of student to conduct individual therapy 	Accredited (Institution) Yoga Therapist Certification and possibly Masters Degree if other requirements are met for a Masters Degree in regular University. May use AYTh as qualification after name.
<u>Yoga Therapy Physician</u>	Licensed Physician	Same as therapist	Same as Therapist	AYTP
<u>Yoga Therapy Specialist Physician</u>	Licensed Specialist Physician	Same as therapist with specialized disease therapy	Same as Therapist with specialization in a disease category of yoga therapy	AYTSP
<u>Doctoral</u>	Enrollment into a Ph.D. program after meeting at least Yoga Teacher requirement in Yoga	<ul style="list-style-type: none"> - Research methods; - Deeper studies in yoga texts and past research 	Recognition by a Ph.D. committee, that includes a Fellow of the Council of a peer institution, of ability to do independent research established by recorded and written work.	Ph.D. Degree

Duration of Certification Programs & Waivers for Previous Training

No specific duration of any program is critical to certification. It is the achievement of the student and certification by a responsible faculty and Institution that matters, and not the number of hours or days. However, programs that are presented as time bound must show adequate failure rate in the accreditation audit process for reasonableness, since mastery of techniques used and ability to apply or instruct others is a requirement for certification. There can always be exceptions where a specific group of students may have a high success rate even in programs of short duration. The accreditation audit will audit and investigate such exceptions.

The system of recognizing previous training by waiving certain courses or training requirements is acceptable. However the waiver process must establish by exam or by personal observation of faculty that the required certification standards have been met by a student for the specific course or training content.

The above statements are the real guiding principles for certification. However, for those who seek guidance on duration of training for professional preparation in yoga, the following may be useful:

- Basic Instructor Training (AYI) – 6 months – 200 hours of practice after training.
- Yoga Teacher Training (AYT) – 2 years – 800 hours practice in addition to completion of courses.
- Yoga Therapist Training (AYTh) – At least 1 year beyond teacher training.
- Yoga Therapy Physician (AYTP) and Specialist Physician (AYTSP) – same as yoga therapist
- Ph.D – At least 2 years beyond Yoga Therapy

Appendix 3

Accreditation Audit Process

1. ***Audit Intervals*** - Accreditation audit for initial award of accreditation or for maintenance of it will be done in a detailed way once in ten years. This will require on-site observation, and interview of faculty, staff and students. In addition to this ten year process, an intermediate audit five years after this audit would be completed and be called the Intermediate audit, which will not require an on-site visit.

2. ***The following material will be submitted for both the 10-year and 5-year audits:***

- a. All certifications offered and requirements to meet certifications including (a) course/training descriptions, (b) how success in each such course/training is defined, and (c) any other requirements to get the final certification.
- b. Syllabus for all courses/training listed in the previous point including text and reference material.
- c. Statistics of number of students entering the program in the last few years, and for each group of entrants, the number that were finally certified, or failed and quit the program, or are still continuing towards certification.
- d. Statistics of number of students enrolled in each course offered with course date, course description and faculty for the course indicated, and the score or grade distribution with percentage of passes and fails.
- e. A list of all students who have completed certification in the last one year with the records of their courses/training attended, and the scores/grades associated with each course/training and the faculty name for each course.
- f. A list of all students ever awarded Doctoral degree or Yoga Master level certification by the Institute along with the list of all faculty who approved the thesis or other written work for each awardee, and an abstract of the work for which the award was granted. For all faculty in the list, a brief profile on them will be required.
- g. A list of all students who are working towards their certification at the time of audit along with the courses taken and the scores for each student and the name of the faculty for each course.
- h. Listing of current faculty and their qualifications submitted as a curriculum vita including educational degrees, work history and publications.
- i. Printed brochures of the institute and web-sites that convey program information to students and those interested.

3. ***Process Use of Submitted Information*** - In the 5-year intermediate audit, the above noted information will be assessed and the Accreditation Audit Committee may conduct phone interviews of students, faculty, administrators and any other relevant person to satisfy the questions they may have.

In the 10-year audit, the site will be visited and besides face-to-face interview instead of phone interviews with students, faculty and others, there will also be an audit of institute records and record-keeping system, facilities and environment.

While a random selection of student records will be examined carefully in all these audits, all those awarded the highest level of certification will be closely scrutinized.

4. **Initial Audit of Charter members** will only require items (a), (b), (h) and (i) in the list of nine items mentioned for the 5 year and 10 year audits above, and any explanation that institutes offer to classify their certifications into the various levels of certification. A full 10-year audit will be required within 5 years of formation of this Accreditation Council.

5. **Audit Recommendation Process for Accreditation** will be as follows:

- The Accreditation Audit Committee (whose constitution is in Appendix 4) will present its report to the Board of Directors.
- The Board may direct the committee for any additional review or seek answers to additional questions.
- After the Board is satisfied that justice has been done by the Committee, the Board will formulate its own decision on the accreditation status of the audited institution. If there is no unanimous recommendation, a majority and minority recommendation can be added. Each Board member will have the privilege of writing their own comments, if they wish. The complete report with any revisions will be placed for review by the audited institution for their comments. All of this will be placed before the representatives of the other member institutions with voting rights. ALL OF THESE DOCUMENTS WILL BE KEPT CONFIDENTIAL ONLY AMONG THE BOARD MEMBERS AND THE INDIVIDUAL REPRESENTATIVES OF EACH VOTING MEMBER INSTITUTION. Except for the audited institution, they may not be shared with anyone else in the other institutions, and may not be discussed with anyone outside the group who are privy to the document. Caution must be observed to prevent any negative publicity of any institution based on these reports.
- It will be the Council voting members' prerogative to decide by simple majority on how to act on the reports.
- If accreditation is in question, the Board can begin the process of remedying the situation as noted in the next section (Section 6, part (d)). However the final loss of accreditation will require a majority vote of all voting membership with 50% quorum.
- If accreditation is awarded to an institution for the first time by the Board of Directors, the award of accreditation will require to be ratified by simple majority by the voting membership within 12 months of the decision of the Board of Directors.
- If Board of Directors decide on maintaining a previously awarded accreditation, no vote by the voting membership will be required, unless petitioned by 10% of the voting membership for such a vote. Whether the members vote or not, the representatives of the members will receive all the reports of the audit.

6. **Maintenance and Loss of Accreditation** will be based on the report of Accreditation Audit Committee processed as follows:

(a) For Charter members:

- i. All Charter members will be assumed accredited at the outset and will only consist of voting eligible individuals from voting eligible institutes.
- ii. After the initial audit reports of charter members are circulated to all the member institutes, if there are no concerns raised by any member about any of the other members, it will be assumed that all are in good standing.

- iii. If any concerns are raised, they should be addressed with the Board of Directors. After examination, the Board will make its recommendation to the general body of members for review. The general approach will be by consensus, but when that is not possible the majority vote will prevail on resolutions. If any institute is seen as falling short on the requirements of accreditation, the remedy will be suggested by the Council and a period of 12 months will be given for compliance unless the institute requires a longer period for any exceptional reason.
- (b) At any given time, all Council members will either have the standing of Accredited or Not Accredited. Membership of institutes that are not accredited will be terminated immediately.
- (c) However no charter member will lose their accreditation under any circumstances for a period of 5 years.
- (d) Also, once accredited, the process of loss of accreditation will require at least two notices and at least a period of two years to remedy the situation after a 10 year or 5 year audit. The first notice shall notify the shortcomings and allow at least one year to remedy the situation. The period could be longer if the situation reasonably requires a longer period to resolve and is mutually agreed between the Council and the Institute, but under no circumstances longer than 24 months. If after the period the situation is not fully remedied, a second notice will be sent. The nature of the second notice will depend on the degree to which the institute has tried to address the situation. In any case, another 12 months will be given to remedy the situation. If the Council is convinced after the elapse of 12 months from the second notice that there has been inadequate effort and intent by the institute to remedy the situation, the Board can recommend to the members to revoke the accreditation of the specific institute. If there is a genuine feeling that the Institute has tried to comply and has shown remarkable improvement in the situation, the Council can grant another period of time to come within the requirements of accreditation.

7. **Past Certification grantees** of an institution will be examined closely for understanding historical evolution of the member institution, but their handling will not serve as criteria for accreditation assessment. However, that learning will stay on record for the Council to develop an understanding of the evolution of different institutions.

8. **Bureaucracy Bypass** – It is recognized that such a process is long drawn and will involve much effort. The Board in its wisdom, with 75% majority, can shelve all the provisions here and keep it only at the level of the Initial Charter members noted in Section 4 above without enforcing 10 year and 5 year audits until such time the organization is well-funded and has the ability to engage in such a long drawn bureaucratic process.

Appendix 4

Accreditation Audit Committee

1. ***Standing or Ad hoc Committee*** - The Board of Directors of the Accreditation Council will be required to appoint an Accreditation Audit Committee to deal with accreditation audit of existing members and new applicants. It can do this in one of two ways: (a) appoint a standing committee for a fixed period; or (b) a new committee for each accreditation audit. In the event of appointing a standing committee, the standing committee may be empowered to complete all accreditation audits referred to it during its tenure, even if the completion goes beyond the tenure period.
2. ***Source of Committee Members*** - The selection of members of an Accreditation Audit Committee will be from the Council list of Fellows and Masters with equal representation of the two groups whenever possible.
3. ***Appointment of Committee*** - The Board will select a Chair for the Committee and will select five (5) other members, one of whom will be named as Vice-Chair by the Chair. The Vice-Chair will act as Chair if the Chair is not available at any time during the Committee's functioning.
4. ***Representation*** - The Committee cannot have more than one person from any member institution.
5. ***Dropping Interested Member*** - If the Committee is a Standing Committee, and a member is associated with an institution sought to be audited, that member will be temporarily dropped from the committee for specific audit. Likewise if any member of the committee who feels biased or has a conflict of interest, s/he will be expected to distance themselves from the audit.
6. ***No Interested Member in Selection***- If the Committee is not a Standing Committee, but rather an Ad hoc Committee appointed for a specific audit of an institution, no individual associated with the audited institution or in any way having a biased interest in the institution, will not be selected.
7. ***No Director may be appointed*** to an audit committee. If such an appointment is found desirable at any point in time, such a Director must resign from the Board.
8. ***Board as Committee*** - However, the entire Board of Directors may decide to do the function of the Accreditation Audit Committee, especially during the earlier years after the formation when there may not be enough members in the list of Fellows and Masters. Only under such circumstances members can serve concurrently as a Committee member and Director of the Board. Under such circumstances there will be no separate Committee report and Board report, and number of Committee members will be equal to the number of Board members, except when interested members are dropped.
9. ***Fair Representation of Members*** - Also in selection of this six-member Committee the Board of Directors must make sure that every institution that is a voting member has fair representation over a period time. Therefore if there are representatives of an institute among the Fellows and Masters who have not been appointed to such a panel or have been appointed on fewer occasions than others, effort must be made so that such members are chosen for this Committee before selecting those with more frequent representation. Of course, this is subject to selected members being willing to participate at the time of request.

Appendix 5

Process for Selecting Fellows and Masters of the Council

1. ***The first three Fellows*** will be selected with three-quarter majority or better considering the requirements of the by-laws: two requirements of Article XIII, section 2 and the principles noted in Article II, section 4.
2. ***Later Fellows*** - Thereafter, the group of Fellows, called the Yoga Council, will recommend suitable candidates for Fellowship to the Board with three-quarter majority of those voting (without quorum requirement) based on the same requirements of Article XIII, section 2 and Article II, section 4.
3. ***Initiating Consideration for Fellows*** - Candidates for Fellowship may be brought to the attention of the initial Board by the initial Directors. After three Fellows have been appointed, the Yoga Council can receive nominations for consideration from the Board, member institution representatives, from another Fellow or any other source.
4. ***Submissions*** - The Candidate or the person nominating the candidate will be required to supply the following:
 - At least 3 names, but not more than 15 names, of people who will provide testimony of experience that demonstrates attainment of Prajnya or intuitive awareness;
 - A profile or curriculum vita that describes activities and attainments that suggest significant commitment and contribution to Education of Yoga. References of at least 3 teachers trained by the candidate must be submitted.
5. ***Establishing Prajnya*** - The initial Board or thereafter the Yoga Council will through designated members of their body take in-person interview, phone interview and email exchange to develop a dossier of credible testimony. The background of the 3 to 15 people who will be providing the testimony will also be recorded sufficiently to establish them as credible people. Thereafter their experience suggesting the Prajnya of the nominee will be recorded. Then a complete report will be presented to the whole body by the designated member/s who compiled it.
6. ***Establishing Commitment and Contribution to the Education of Yoga*** - The initial Board or thereafter the Yoga Council will through designated members of their body undertake web-research, review written material of the nominee, and interview at least 3 teachers trained by the nominee to validate the profile/curriculum information submitted and the nature of the contribution to Yoga. Then a complete report will be presented to the whole body by the designated member/s who compiled it.
7. ***Personal Interview of Nominee*** - The initial Board or thereafter the Yoga Council may also request a personal interview of the nominee after review of the two reports noted in the previous sections 6 and 7. This is optional at the discretion of the Board or Yoga Council.
8. ***Consideration of Fitness to perform Duties of the Yoga Council*** – Once the body (the initial Board or the Yoga Council) is satisfied about meeting the requirements of Article XIII, section 2 and Article II, section 4, the body will consider the intent of Article XIII, section 4 that requires the person to serve as part of a reference group on any question related to yoga, while also be willing to work through the process of considering others who will be elected in the future by this process. [Yogis who have become reclusive at the time of consideration are of no use for the Yoga Council and will not fit this requirement.]

9. ***Voting on Nominee*** – The entire Yoga Council will discuss the reports on the nominee and three-quarter majority approval will cause the nominee to be sent to the Board of Directors of the Council, along with the reports and deliberations during the voting process. This deliberation and voting may be best done by Email format as described in the Email meetings of the Board in Article VII, sections 2 and 4 of the main by-laws.
10. ***A Yoga Council Coordinator*** will be elected from among the Yoga Council members who will serve as the spokesperson for the Yoga Council and as liaison with the Board of Directors of the Council. Prior to the annual meeting of the Council, annually the Coordinator will arrange for re-elections and announce the results at the Annual Meeting.
11. ***Initiating Consideration for Masters*** – Candidates for Mastership may be brought to the attention of the Board by one of the Directors, members or anyone else. A profile or curriculum vita that describes activities and attainments that suggest significant commitment and contribution to Education of Yoga may be submitted by the person nominating the candidate or this may be directly requested from the candidate. References of at least 3 teachers trained by the candidate must be submitted.
12. ***Selection of Masters*** – The Board may delegate anyone – a Director, a committee or any other suitable person – to undertake web-research, review written material of the nominee, and interview at least 3 teachers trained by the nominee to validate the profile/curriculum information submitted and the nature of the contribution to Yoga. Then a complete report will be presented to the Board and the Mastership may be conferred with three-quarter approval of the Board with 100% quorum.
13. ***Bureaucracy Bypass for Extraordinary Individuals in the Initial Stages*** – It is recognized that such a process is long drawn and will involve much effort. The Board in its wisdom can, with 75% majority, during the first few years appoint individuals who they believe are qualified as Masters and Fellows without the need for the extensive process noted above. However, the maximum number of such appointees will not exceed 20 Masters and 10 Fellows, and the Board will be expected to be very conservative in its appointment erring towards the Mastership rather than Fellowship in the absence of the detailed vetting process.

Appendix 6

Principle in Establishing Membership Fees

1. **Three Components of Membership fees** are visualized: (a) a flat annual fee for all members; (b) a variable fee based on number of certifications, on a per certification basis; (c) a variable fee based on certification renewals.
2. **Flat Fee** - \$100 or Rs.5,000 initially is suggested as applicable to all.
3. **Variable Certification Fee** – Each member will annually submit a list of those who have been certified and the nature of the certification and pay a fee, suggest \$10 or Rs.500, towards each certification awarded. The certified person will be listed in the website of the Council for a period of 3 years unless renewed by the member.
4. **Variable Certification Renewal Fees** – Except for individuals who have been conferred Fellowship and Mastership, all others who have been certified previously will need to renew their certification once in 3 years. The renewal process, unless specifically addressed by this Accreditation Council at a later time, will be established by the member organization awarding the certification. The intent of the renewal is two-fold: (a) those who don't practice or teach regularly lose their sensitivity and abilities related to the practice; (b) there is a need for continuous education to keep current on yoga practices and their understanding. Annually each member will submit a list of those whose certifications were renewed and a sum of half the certification fee noted in section 3 (i.e. \$5 or Rs.250 if suggestion is accepted) will be included as part of the submission. The submitted names will be listed in the Council website.
5. **Certification and Renewal Fees** are the business of each member organization. They can charge whatever they want for it. The Council is only interested in what is submitted to the Council.

Appendix 7

The Need for an Accreditation Council and the Approach Taken Here

1. Need

Leading yoga teachers, researchers and practitioners worldwide have felt a need for accreditation standards in yoga. The problem relates to arbitrarily set standards as well as misrepresentation of Yoga. Therefore it has become imperative for caring yogis to come around and set-up a peer accreditation forum.

2. Basis of Yoga

There must be universal acceptance that the Yoga Sutras of Patanjali will be the basic guide and standard on what constitutes yoga. These Sutras are also referred to as *Raaja* Yoga – the word *Raaja* coming from the word *Raja* that refers to *Shakti* or energy movement (as suggested by the Shiva Samhita) – implies the principles of yoga since yoga is all about managing the energy of the existential system.

The three principle cornerstones of the system of yoga, also called *Raaja* Yoga, as suggested by the Yoga Sutras (with specific sutras referred in the points below) are:

1. THE CONSTRUCT – We are a programmed system with impurities (*Klesha*) or patterns or programs (*Samskara, Vaasana, Karma*) and cleansing of these impurities is a key element of yoga (YS2:1-25, in particular 2:1-3 are most direct). This purification may be understood as the message of almost all religious traditions within their spiritual content expressed in different ways suited to the culture and approaches of the geography and times. For example, in Christianity it is said that all people are born as sinners.
2. THE YOGA PRACTICE PRINCIPLE is to engage with an attitude of a pure observer – first beginning with moderation in attitude (YS1:33), then becoming one-pointed in focus (1:32) and finally becoming a pure observer, attained by regular practice (YS1:12-16). The regularity in practice is said to culminate in the formation of neurons that forms new pattern (neuroplasticity in modern medicine terms - YS3:9-10) that makes ones nature that of an observer.
3. THE YOGA PROCESS is the 8-fold *Ashthaanga* process (YS2:29-3:12) of *Yama, Niyama, Aasana, Praanaayaama, Pratyahaara, Dhaaranaa, Dhyaana* and *Samaadhi*. While some of these 8 elements may have sequential implications (e.g. *Aasana* preparing for *Praanaayaama* – first word of YS2:49; or *Praanaayaama* making one ready for *Dhaaranaa* – YS2:53), none of the elements are to be thought of as quantifiable in magnitude whose threshold level need to be crossed before entering the next element. In fact *Aasana, Praanaayaama, Pratyahaara, Dhaaranaa* and *Dhyaana* can be thought of as corresponding to five types (physical, breath, vibration, thought and pure observation) of Yoga Exercises that is expressed in the Life in Yoga Approach.

If these three principle cornerstones of yoga are thought as three sides of a triangle, and advancement is measured upward in the third dimension from the flat surface, the attainment of the highest level of yoga will be the tip of the triangular-based pyramid.

While the *Ashthaanga* yoga process in reality assumes and implicitly incorporates the first and second cornerstones, separating the first two is helpful in many ways – to understand the core of yoga and also in terms of application to observed phenomenon in clinical research.

3. Rationale for Yoga Sutras as the Basis

The Yoga Sutras in its original Sanskrit with either the 195 sutras version or the 196 sutras version stand alone as the most cogent document representing the pinnacle of evolution in Indian philosophy, while also serving to elucidate practice principles as noted in the previous section. Revisiting the chronology and nature of the Yoga Sutras suggest the following:

- **CHRONOLOGY** – It is generally accepted among scholars of Indian philosophy that among the 6 Indian philosophies, chronologically Yoga (referring to the Yoga Sutras of Patanjali) is fifth and *Vedaanta* (referring to *Brahma Sutras* of *Vyaasa*) is the last. It is also accepted that *Vyaasa* was the one who compiled the Vedas that integrated philosophy and ritual religious practice of those times, and in writing the *Brahma Sutras* there are pointers towards certain Upanishadic statements. [It is important to note that the components of what came to be known as the Vedas existed in disjointed parts even before the coming of the written language as traditional wisdom, and linguists use that to assess chronology of creation of the hymn as opposed to the date when *Vyaasa* wrote them down, classified them and called them the Vedas.]
- **CHARACTERISTICS** – The Yoga Sutras is written as a report or direct statement. Philosophical Vedic texts of the Upanishads are typically stories or conversation among different people, and no one Upanishad is comprehensive in understanding the nature of existence – philosophy. It is for that reason *Vyaasa* as the academic scholar and yogi had to write 555 Sutras in the *Brahma Sutras* with reference to the multitude of Upanishads, the ten major Upanishads in particular. [To understand the philosophy of *Vedaanta*, it is typical to read the *Brahma Sutras*, Upanishads and the *Bhagavad Gita* together – referred as *Prasthaana-Trayi* (translated as the three entry points).] Unlike the *Brahma Sutras*, the Yoga Sutras are direct.
- **EASE OF RECEPTIVITY AND QUALITY OF YOGA SUTRAS** – As a direct report Yoga Sutras are far easier to track comprehensively. Also being the fifth of the six philosophies, chronologically, it contains the wisdom of evolutionary thinking. And while there are suggestions based on linguistic logic that *Vyaasa* predated Patanjali, it is largely because of confusion in discerning what *Vyaasa* compiled, whose contents were much older, and what he authored himself. In fact, the quality of the Yoga Sutras, as a single comprehensive document, is so outstanding, there is no surprise *Vyaasa* wrote a commentary on the Yoga Sutras (and of course those who are confused in chronology say that this was another *Vyaasa*). *Vyaasa*'s work should be understood not in terms of evolutionary improvement in philosophy, but rather integration of religious practices and philosophy (by bringing the Vedas) that had not been done by the previous five authors.

4. Status of Other Documents

First, we have translations and commentaries on the Yoga Sutras. In general, Western translations of Sanskrit scholars suffer from errors related to lack of understanding of Indian culture and etymology of words. In general, Eastern translations suffer from belief systems of the culture (other philosophies and implications of stories from the Puraanaas), preaching of so called Gurus, and adaptation of words used over centuries. A prominent example of this is the word *Brahmacharya*, where it is often mistakenly said to be celibacy, while the real meaning is curiosity to learn coming from the literal meaning of the word

“exploring creation”. This is the reason the Accreditation Council should certify acceptable translations of the Yoga Sutras for usage.

Second, we have ancient texts and translations that focus on practices and lower structural elements. The lower structural elements go into details of the nature of the human circuitry – the channels called *Naadis* that may have some commonality with the Chinese Meridian system – and impact on the human system, and are invariably discussed with regard to the impact on them by certain practices. Such literature include those of Hatha Yoga, Mantra Yoga, Bhakti Yoga, Karma Yoga, Naada Yoga, etc. Ayurveda and Tantra also fall within this category.

Third, we have texts associated with the five other Indian philosophies (Saankya, Nyaaya, Vaisheshika, Mimaamsa and Vedaanta), Vedas – particularly the Upanishads – and the Bhagavad Gita that actually serve to elucidate the philosophical and experiential realizations of yoga. However these texts have a lower standing for the followers of yoga than the yoga sutras for the reasons mentioned in the previous section.

These second and third category texts may be used as needed so long as their interpretations are consistent with the Yoga Sutras.

5. The Approach Taken Here

The approach taken here has the following characteristics:

- Focusing on agreements on basis (root philosophy) and outcomes (types of certification and what they should deliver as end product) rather than the details which can be worked out in an evolutionary way.
- Focusing on needs of the ‘marketplace’ to correct misperceptions of yoga and developing a clear academic authority to speak on yoga – the concept of Fellows and Masters – comparable to other fields, while recognizing that even though yoga is inherently a spiritual matter it has also become a profession.
- Relying on the ethical principles of Yoga to fill in the details.
- Distinction between main by-laws that have a more difficult amendment process, and the Appendices that can be easily amended, since they contain more details derived from the principles expressed in the by-laws.