



**HOT YOGA MILWAUKEE**  
**TEACHER TRAINING**  
**200 HOUR YOGA ALLIANCE**  
**REGISTERED YOGA SCHOOL**



**April 1, 2016**

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## **Hot Yoga Milwaukee Information**

**Owner:** Tracie Polhamus

### **Office and Studio Locations:**

**Downtown Location:**  
2084 N. Commerce St.  
Milwaukee, WI 53212  
414-264-9642

**Web:** [www.yogamke.com](http://www.yogamke.com)

**Brookfield Location:**  
17800 W. Bluemound Rd  
Brookfield, WI 53045  
262-439-9020

### **Training Location:**

Downtown Studio-Commerce Street

**Teacher Training Dates:** July 25, 2016- August 19, 2016

### **Lead Instructors:**

Tracie Polhamus-E-RYT 200

Francisco Morales- Bermudez-E-RYT 500

### **School Facilities and Equipment**

The training facility, Hot Yoga Milwaukee, is located at 2084 N. Commerce Street in Milwaukee, Wisconsin. It is conveniently located just 2 miles from I-43 and 12 miles from General Mitchell International Airport. The facility is handicapped accessible.

Yoga blocks, straps, mats, and towels are available. Please bring any yoga props you prefer to use. There will be access to a refrigerator and microwave.

For the duration of Teacher Training, trainees may attend ANY yoga classes at either HYM studio free of charge.

There are a variety of restaurants and lodging facilities nearby for trainees coming from out-of-town. On-site housing accommodations may be available for an extra fee. Please inquire by emailing us at [info@yogamke.com](mailto:info@yogamke.com).

## **History of Hot Yoga Milwaukee**

Founded in 2009, Hot Yoga Milwaukee is proud to offer the hot yoga experience for the Milwaukee and Brookfield area. Locally owned and operated, our downtown Milwaukee and Brookfield locations share teachers, staff, and class types. We pride ourselves on friendly, approachable customer service, and in providing the best hot yoga experience to all students, regardless of level of experience, age, or ability.

## **Studio Mission Statement**

Our mission at HYM is to foster an environment where students, teachers, and staff experience a sense of physical, mental and emotional well-being in a warm, fun, relaxed yoga community.

## **Trainers**

### **Francisco Morales-Bermudez**

Francisco founded Synergy Partner Yoga in 2005. Since then his mission has been to share his practice in order to assist people in alleviating pain in their bodies, to maintain physical well-being, and cultivate trust, connection and a playful vibration.

Francisco grew up in Lima, Peru where he spent time in the ocean, played soccer and became intrigued with healing touch. His interest turned into a passion, and for many years he studied and learned different art forms and exercise systems.

Francisco studied creative movement through Afro-Peruvian folkloric dances and performances, break dancing yoga, “School of Life” yoga with Victor Landa, Bikram yoga, and yoga with Dharma Mittra and Rusty Wells. He also studied Capoeira Angola (an Afro-Brazilian martial art) with Mestre Cobra Mansa, and healing touch & Thai massage with Kam Thye Chow.

These experiences contributed to the formation of Synergy Partner Yoga. Francisco discovered that by creating a practice that brought together

aspects of the art forms he studied, he cultivated the space for healing; a healing that affected people emotionally, physically and spiritually in a profoundly positive way. As he saw how this practice changed his life, how it built community, and transformed the way people relate and interact with each other, he decided to make it his mission to share what he had learned with as many people as possible.

Today Synergy has travelled to homes, studios and families around the globe. It continues to expand and touch people's lives through the growing family of dedicated Synergy Teachers who are supported and guided by Francisco.

Francisco conducts workshops, classes and teacher trainings, and continues to learn, evolve and grow through developing Synergy Partner Yoga as well as from the people he meets and the places he visits on his life journey.

### Tracie Polhamus

Yoga is that feeling when you're completely in the moment, present, and nothing else exists. Stresses, problems, and worries fall away, and are replaced by a calm, clear, refreshed feeling. Though Tracie has over a decade of teaching and extensive training in the mind-body field, she still loves that cleansing feeling of newness, strength, and flexibility of mind and body that yoga provides.

To Tracie, teaching is all about her students and the journey they are moving through. She feeds off of the positive energy in class and in so doing gets the same feelings from teaching yoga as she does from taking. Her energetic style is a unique balance of high intensity combined with a gentle, caring touch. While Tracie's classes can be lighthearted and fun, she likes to push each student to achieve whatever next level their individual situation calls for. She understands that students are all at different levels and may need modifications in the asanas to work for their particular body on that particular day.

The patience and empathy Tracie brings to class can be traced back to her years as a Special Education teacher, a field in which she holds a Master's degree. The spirit of teaching she embodies can be seen through the extensive yoga anatomy, wellness, and mind-body research which she loves to do in her time away from the mat.

Now the manager and owner of both Hot Yoga Milwaukee locations, Tracie has the wonderful honor and opportunity to work alongside an incredible team of teachers and students of all levels. "I believe that students are

their best teachers and that we all need to listen to the guidance from our own bodies in our daily practice. Everyone would benefit from getting on the mat and doing whatever they can on any given day, even if that means an hour long savasana.”

## **Hot Yoga Milwaukee Teacher Training Registrations and Certifications**

Hot Yoga Milwaukee is a Registered Yoga School with the Yoga Alliance

[www.yogaalliance.org](http://www.yogaalliance.org)

Hot Yoga Milwaukee is licensed by the Wisconsin Educational Approval Board, 901 West Washington Avenue, Madison, WI 53703. Any comments, questions, or concerns about this school’s license should be directed to <http://eab.state.wi.us/> or email [www.eab.wisconsin.gov](http://www.eab.wisconsin.gov) or call (608) 266-1996.

## **200 Hour Teacher Training Program Description**

The Hot Yoga Milwaukee Teacher Training program gives you the knowledge and skills necessary to become a certified hot yoga teacher.

In 200 hours, you’ll learn to teach the 26 & 2 Hot Yoga Primary Series (originally defined by Bikram Choudhury). You will learn to teach the original 90 minute series and the 60 minute express condensed series, as well as a flow-style class based on the 90 minute Bikram series. You will learn the essentials of yoga philosophy, and the anatomy and physiology that support yoga science.

You will also deepen your own practice through daily posture clinics, various yoga classes and personal feedback.

The 200 Hour Hot Yoga Milwaukee Teacher Training program consists of 202 contact hours.

**Contact Hours (202)**

**Philosophy, Lifestyle and Ethics – 30 Hours**

- Basic history, philosophy & evolution of yoga
- Eight kinds of yoga
- Eight steps of yoga

- Five steps of Hatha yoga
- Bhagavad-Gita
- The Yoga Sutras of Patanjali
- Philosophy and lineage of Paramhansa Yogananda and Bikram Choudhury
- Meditation
- Pranayama

#### **Anatomy & Physiology – 20 Hours**

- Knowledge of basic asanas
- Basic yogic anatomy & physiology
- Subtle anatomy & Chakric system
- Alignment & how to avoid injuries
- Medical benefits
- How to read bodies
- Balance between body, mind and breath

#### **Techniques, Training and Practice – 100 Hours**

- How to address a group of students
- How to use your own body as a teaching tool
- How to use your voice, volume, tempo, and pacing
- How to correct postures
- Choosing the right words
- Energy, passion, confidence, humor
- Using your own presence and self-awareness as a transformative teaching tool

#### **Teaching Methodology – 25 Hours**

- Learn dialogue
- Open communication
- Improve teaching skills
- Learn modifications and contraindications for each pose

#### **Practicum – 10 Hours**

- Practice teaching
- Group feedback

#### **Group Practice/Study – 10 Hours**

- Improve teaching skills in small groups settings
- Learn dialog

#### **Reading Assignments – 5 Hours**

- Required reading:  
Hot Yoga Master Class  
Bikram's Beginning Yoga Class  
Yoga Sutras of Patanjali  
Bhagavad Gita

### **Sample Schedule**

Experiential training with up to two classes a day. Weekdays are typically 6am to 4:30; Saturdays from 8am to noon and Sundays are optional: hot yoga class or home study.

### **What students can expect to gain**

#### **Comprehensive training**

- 200 hours of in-depth instruction on yoga philosophies, postures and alignment, anatomy and physiology, class scripts, and meditation.
- Experiential training with up to two classes a day. Schedule and program may vary.
- Instruction on how to teach hot 60, hot 90, and hot flow classes.

#### **Guided mentorship**

- Hands-on instruction in small, intimate groups.
- Practice and preparation through teaching actual classes.
- Access to senior teachers.
- Continued support and guidance throughout your teaching career.



## **Admissions and Entrance Requirements**

In order to participate in the Hot Yoga Milwaukee teacher training program, the potential student must meet the following requirements:

- Be at least 18 years of age
- Submit proof of a high school diploma or its equivalent
- Submit the application fee (nonrefundable after 3 days)
- Complete the application and submit with the application fee
- In addition, a statement of reference from a certified yoga teacher (from a yoga program of at least 200 hours of yoga teaching instruction) about your yoga practice and their opinion of your suitability to attend a rigorous yoga training program are required. Acceptance into the program is limited, and applications will be considered on a first-come-first-served basis.

## **Non-Discrimination**

Hot Yoga Milwaukee, LLC does not discriminate on the basis of age, gender, physical ability, marital status, sexual orientation, race or religion.

## **Student's grade/records**

Hot Yoga Milwaukee Teacher Training program results in a pass/fail grading system. Students' grades and records are kept by teacher trainers during the training. During your practice teaching, you will be critiqued by experienced teachers and be given written feedback.

## **Attendance and Tardiness**

*100% attendance is required in order to graduate and receive a certificate of completion from Hot Yoga Milwaukee teacher training.* In the case of unforeseen emergency absences, please notify the director of teacher training immediately. The student is responsible to schedule makeup time through the director or the teacher who taught the missed class/classes. If you have planned events that conflict with attendance in the program, please contact Tracie Polhamus to discuss your options. Absences for medical disabilities or emergencies such as a death in the family are deemed unforeseen emergency absences.

The student is expected to be at each session ten minutes before the start time in order to set up and in order for the training to start at the scheduled time. Class attendance will be taken at the beginning time and

attendance records will be maintained throughout the training. If the student is late more than three times, this will result in a deduction of one hour from your total contact hours.

### **Unexcused Absence/No Shows**

If a teacher-trainee fails to attend a session without contacting the lead trainer ahead of time they will be on probation. They will need to meet with lead trainer to discuss further options to make-up missed day in order to be reinstated to good-standing. If two sessions are missed without contact with the lead trainer the trainee maybe eligible for dismissal from the program. The refund policy will apply for this situation.

### **Leave of Absence**

If the teacher-trainer must cease attendance to Hot Yoga Milwaukee, LLC Teacher Training program due to unforeseen circumstances, the refund policy will be applied to any unused tuition.

### **Code of Student Conduct**

A code of conduct is a declaration of acceptable ethical and professional behavior by which all yoga teachers-in-training agree to conduct themselves in the classroom, in teaching and in the business of yoga. We will foster an atmosphere of respect for each other and a learning environment conducive to the development of each student. As a Hot Yoga Milwaukee Instructor-in-Training, I agree to uphold the following ethical principles:

- Conduct myself in a professional and conscientious manner in the training and in my teaching.
- Refrain from the use of substances that impair my learning or judgment and associations while in the classroom.
- Listen to and respect the other students in the training.
- Acknowledge the limitation of my skills and scope of practice and where appropriate, refer students to seek alternative instruction, advice, treatment or direction.
- Create and maintain a safe, clean and comfortable environment for the practice or yoga.
- Make only realistic statements regarding the benefits of yoga.
- Accurately reflect my yoga teaching credentials, qualifications, abilities, certifications, and registrations.

- Respect all copyrights and trademarks associated with the training.
- Encourage diversity by respecting all students regardless of age, physical limitations, race, creed, gender, ethnicity religion or sexual orientation.
- Respect the rights, dignity and privacy of all students in the training.
- Avoid words and actions that constitute sexual harassment.
- Avoid words or gossip or actions that may harm another student.
- Adhere to the traditional yoga principles as written in the yamas and niyamas in my relationships with the other students in the training, the instructors, in my teaching and in my yoga business relationships.
- Follow all local government and national laws that pertain to my yoga teaching and business.

*Adapted from the Yoga Alliance Code of Conduct.*

### **Probation, Dismissal and Re-admittance**

A teacher-trainee who commits a crime such as illegal drug usage, alcohol usage during training hours, comes to a session intoxicated, causes physical harm to another participant or is caught stealing will be immediately dismissed from Hot Yoga Milwaukee 200-hour Teacher Training program. The refund policy will take effect for any trainee who has been dismissed. The dismissed trainee will not be allowed back to the program. Trainees who do not abide by the code of conduct rules will receive a written warning on first offense. Any subsequent offense will result in dismissal from the Teacher Training program. The refund policy will take effect for any trainee who has been dismissed. Trainees who have been dismissed from the program due to behavioral misconduct but did not commit an illegal crime can reapply to the program after 6 months. Trainees who do not complete assignments or have an unexcused absence will be placed on probation until it has been corrected.

### **Refund for Withdrawal or Dismissal Policy**

The student will receive a full refund of all money paid if the student:

1. Cancels within the three-business-day cancellation period under EAB 6.04;
2. Accepted was unqualified and the school did not secure a disclaimer under EAB 9.04;

3. Enrollment was procured as the result of any misrepresentation in the written materials used by the school or in oral representations made by or on behalf of the school.

Refunds will be made within 10 business days of cancellation.

A student who withdraws or is dismissed after attending at least one class, but before completing 60% of the instruction in the current enrollments period, is entitled to a pro rata refund as follows:

<b>Withdrawal</b>	<b>Refund will be:</b>
<b>Prior to the start of the program</b>	<b>100% refund (minus the application fee)</b>
<b>After start of the course but prior to 10% completion</b>	<b>90% refund</b>
<b>After 10% completion but prior to 20% completion</b>	<b>80% refund</b>
<b>After 20% completion but prior to 30% completion</b>	<b>70% refund</b>
<b>After 30% completion but prior to 40% completion</b>	<b>60% refund</b>
<b>After 40% completion but prior to 50% completion</b>	<b>50% refund</b>
<b>After 50% completion but prior to 40% completion</b>	<b>40% refund</b>
<b>After 60% completion or more</b>	<b>No refund</b>

As part of this policy, the school may retain the \$100.00 deposit. This fee can be used for future trainings provided the accepted is eligible. A student will receive the refund within 40 days of termination date. If a student withdraws after completing 60% of the instruction and withdrawal is due to mitigating circumstances beyond the students control, the school may refund a pro rata amount.

A written notice of withdrawal is not required.

### **Student Complaints**

If a teacher trainee has a complaint about the program, another trainee, or the instructor, it is encouraged that the complaint should be brought to the lead instructor for discussion and resolution. If no resolution can be found, the student may contact Tracie Polhamus, Owner of Hot Yoga Milwaukee. If no resolution can be found with the lead instructor and

owner, students may contact the Wisconsin Education Approval Board at: 608-266-1996 or email: [www.eab.wisconsin.gov](http://www.eab.wisconsin.gov) or write to: 901 West Washington Avenue, Madison, Wisconsin, 53703

### **Advance Standing**

Hot Yoga Milwaukee Teacher Training does not accept any advance standing for previous training from other yoga schools.

### **Employment Assistance**

Hot Yoga Milwaukee, LLC does not offer job placement services. You will receive training in the marketing and business of yoga and learn fundamental marketing skills to pursue a career as a yoga teacher.

### **Tuition and Fees**

200 Hour RYT

Tuition: \$3900

Application Fee: \$100, non-refundable and is due upon submission of your application.

Payment in full must be made two weeks prior to start date.

### **Required Materials**

#### **Required Reading:**

Hot Yoga Master Class by Gabrielle Raiz  
Bikram's Beginning Yoga Class by Bikram Choudhury  
Yoga Sutras of Patanjali by Sri Swami Satchidananda  
Bhagavad Gita

## **Items to bring to training**

In addition to the required reading materials, please bring your own yoga mat, yoga strap, yoga block, extra towels and a change of clothes for yoga practice. Students should have writing materials for taking notes. Food will not be provided, however there is a refrigerator available for use. Bring your own food and snacks for break times.

## **How to Apply**

Interested trainees should visit [www.yogamke.com](http://www.yogamke.com) to fill out an Application for Teacher Training Program online. After reviewing the application, one of the senior teachers will call you to discuss any questions and verify your placement in the program. A \$100 non-refundable deposit is due to reserve a space in the program.

## **Acceptance and Notification**

Acceptance and notification are made within 72 hours via a phone call from a senior teacher at Hot Yoga Milwaukee.

## **Applying to Yoga Alliance for RYT-200**

Yoga alliance is a national credentialing organization for yoga teachers. Yoga alliance maintains a nation registry to recognize and promote teachers with training that meets minimum educational standards. Upon completion of all requirements for certification, HYM, will issue a certificate that can be used to apply for registration with Yoga Alliance.

## **YOGA ALLIANCE Code of Conduct**

The code of conduct is a declaration of acceptable ethical and professional behavior by which all registrants agree to conduct the teaching and business of yoga. It is not intended to supersede the ethics of any school or tradition but is intended to be a basis for yoga principles. As a Yoga Alliance RYT®, ERYT or representative of a RYS®, I agree to uphold the following ethical principles:

- Conduct myself in a professional and conscientious manner.
- Acknowledge the limitations of my skills and scope of practice and where appropriate, refer students to seek alternative instruction, advice, treatment or direction.
- Create and maintain a safe, clean and comfortable environment for the practice of yoga.
- Encourage diversity by respecting all students regardless of age, physical limitations, race, creed, gender, ethnicity, religion or sexual orientation.
- Respect the rights, dignity and privacy of all students.
- Avoid words and actions that constitute sexual harassment.
- Adhere to the traditional yoga principles as written in the Yamas and Niyamas.
- Follow all local government and national laws that pertain to my yoga teaching and business.

### **Agreement Not to Compete**

Participant acknowledges that AMP Wellness INC, dba Hot Yoga Milwaukee teaches yoga classes to students of all abilities. In exchange for being allowed to take the Training, Participant agrees that for a period of five years after completing the Training he or she will not own or operate either a yoga studio or a yoga teacher training, or any entity which offers yoga classes or yoga teacher training, which is located within a 15-mile radius of any Hot Yoga Milwaukee studio location or within a 15 mile radius of any licensed Hot Yoga Milwaukee location present when Participant opens, begins managing, or relocates a particular yoga studio or entity that offers yoga classes or yoga teacher training. This covenant in no way and at no time limits Participant's ability to teach yoga classes for an entity that he or she does not own or operate, regardless of its location. This covenant shall be severable from the remainder of the agreement if deemed invalid, and shall be enforced under the laws of the State of Wisconsin.