

TOOLS FOR HEALTHY BREAST EDUCATORS

Once you have completed the Healthy Breast Foundations Program and/or the Healthy Breast Yoga Program, you have an option to certify as a Healthy Breast Educator and/or a Healthy Breast Yoga Instructor.

The following steps are required in order to certify to teach the Healthy Breast Foundations and/or the Healthy Breast Yoga program (if you have taken both):

1. You need to be a certified Kundalini Yoga Teacher to become a certified Healthy Breast Yoga Instructor. You do not need to be a KY teacher to teach the HB Foundations Program and become a Healthy Breast Educator.
2. **Program review** – you must review the program again and complete the questions at the end of each module. Once you have completed all of the home practice questions from all 12 modules, please email the written answers to Sat Dharam Kaur satdharamkaur@gmail.com, who will review your answers.
3. **Teaching video** – produce a teaching video of at least one hour in length of you teaching the material from one of the modules to a group of at least 5 women, either in person or online, with engagement throughout your teaching session. Use questions to engage them and ask about their experiences or what they already know, so that you involve them in sharing and teaching.
4. If you intend to certify as both a Healthy Breast Educator and a Healthy Breast Yoga Instructor, you would need to submit 2 videos – one of you presenting an hour of material from the Healthy Breast Foundations manual and a second one of you presenting an hour of you teaching Kundalini Yoga from one of the Healthy Breast Yoga Modules to a group of at least 5 women. Please record your videos as a private youtube link. DO NOT send your videos as a file that needs to be downloaded – these take too long to download and use excess memory on the receiving computer. Find instructions here <https://www.youtube.com/watch?v=GgswNJHL7V0> and send your youtube link to Sat Dharam Kaur at satdharamkaur@gmail.com, at the same time as you send the answers to the home practice questions.
5. **Certification** – To apply for certification, you must take the program in person (live or online with 80% attendance) from Sat Dharam Kaur at least once. If your initial training was with another Educator, it will be half price the second time, with Sat Dharam Kaur. It is necessary to complete all of the certification requirements within one year of attending a program, and submit them to Sat Dharam Kaur within that year. If you have not completed the certification requirements within one year, you can take the program again at a reduced cost to help you complete the requirements. To become certified, it is required that you are a member of the MammAlive Foundation, and attend at least 4 meetings annually.
6. **Licensing** – 1) you must apply for and renew your annual license to teach the program, after you have been certified as a Healthy Breast Educator or Healthy Breast Yoga Instructor; and 2) apply for a license to teach each program you offer, to either Sat Dharam Kaur or your regional Healthy Breast Program Coordinator, who will relay this information to Sat Dharam Kaur and the MammAlive Foundation. It is at the discretion of Sat Dharam Kaur and the MammAlive Foundation to accept or deny the licensing application and the use of the Healthy Breast Program materials. The licensing fee is \$25 CDN per year. Fill out the Healthy Breast Educator License Agreement. (See below)
7. **Royalties** – you must pay royalties on the program plus the manuals when you earn money teaching the program. A 10% royalty on either the registration fees (if you organized the program) or from your salary (if you are being paid to teach the program organized at an institution) is sent to Sat Dharam Kaur, program creator. A 5% royalty fee goes to support your regional non-profit MammAlive Association, if one exists, or the international MammAlive Foundation, if a regional association does not exist. The remaining 85% of the registration fees covers your expenses, manuals and your earnings.

5. **Manuals** – manuals or course materials are not to be photocopied. Your license to teach will be revoked if you photocopy manuals without permission, and legal action may be taken against you. The Foundations manual is updated every Dec, and the new manual is to be used each year. Manuals are to be ordered directly from Sat Dharam Kaur. The cost of each of the manuals will include the photocopying charges plus a \$10 copyright fee per manual payable to Sat Dharam Kaur (\$20 for both manuals) and a \$5 per manual (\$10 for both manuals) administrative fee payable to either the regional coordinator who issued the manuals, or Sat Dharam Kaur, if she issued the manuals. This administrative fee will be capped at \$30 CDN, no matter how many manuals are ordered.
6. **Association membership** – you must become an active member of the international or regional MammAlive Foundation, and participate in 4 bimonthly pre-set Zoom meetings. If you are not a member, please fill out the membership form here
https://docs.google.com/forms/d/e/1FAIpQLSfo2f3g_J1hXdD_kUdtYz-1cnC3YxaF3mCPdE6wCyucrH1eog/viewform?usp=sf_link
7. **Work as a team** – work as a team in your region, guided by your regional coordinator, setting an annual strategy and communicating in monthly or bimonthly meetings, to support the collective goal of educating women in reducing breast cancer risk and supporting their recovery.
8. **Recertification** – you must recertify every five years by taking the program (or the updated portion of it) again, either in person or online, to keep up with new developments, excel as a teacher, get to know other teachers, contribute to the global community, and help maintain program consistency.
9. **You agree** to abide by the Proprietary Materials/Non-Disclosure Agreement, Healthy Breast Educator’s Contract and the Healthy Breast Educator’s Creed.
10. When you teach a program, you may follow the **Healthy Breast Program Teaching Outline for Educators**.

AGREEMENTS

Healthy Breast Educator's Creed and Professional Standards

A Healthy Breast Educator's Creed exists for Healthy Breast Educators, Yoga Instructors and Trainers. Should any aspect of the creed be transgressed or a complaint be received by Sat Dharam Kaur or the MammAlive Foundation about a person, the complaint will be investigated. Depending on the outcome of the investigation, one's license may be revoked. See Below to see the current Healthy Breast Educator's Creed.

1. As a Healthy Breast Educator, I empower women to take charge of their health, and I model the Healthy Breast Program as best I can in my own life
2. I share factual and experiential knowledge related to women's health with open-hearted generosity
3. I recognize the interconnectedness of women's health and the health of the planet, and actively practice and educate in living sustainably
4. I strive to be a supportive ally to women, working with, respecting differences and bridging the gap between other health care providers
5. I respectfully communicate with other health care providers as appropriate to support each woman's health and well-being
6. I promote and stand behind the Healthy Breast Program as an adjunct rather than an alternative to conventional breast cancer treatment
7. I respect women's choices and decisions while at the same time, compassionately delivering factual information about the benefits and risks of possible decisions
8. I meet each participant where they are at in their process and support their personal growth
9. I acknowledge the limitations of my experience and scope of practice and refer women to other health care professionals when appropriate
10. I create space in my communication and listening skills to allow and validate emotional expression and resolution in participants
11. I actively listen while maintaining healthy boundaries and compassionate neutrality
12. I endeavour to facilitate positive change in participants, recognizing that I am not in control of the outcome of their health
13. In my communication I guide participants with suggestions so that they can develop their own health care and lifestyle solutions, rather than demanding a particular course of action
14. I encourage in my teaching the building of relationships among participants and peers to create a global community of support
15. I am committed to self-development and to maturing as a teacher and Healthy Breast Educator, and seek support from my peers and more experienced teachers when needed
16. I encourage participants to verify the information they receive, and to take responsibility for their choices by doing their own quality research
17. I work with MammAlive in offering the most current information to women and integrating new research and approaches
18. I seek guidance from my intuition, from the wisdom of other women and from the spiritual energies to which I am attuned

Date: _____ Name: (Print) _____

Signature: _____

HEALTHY BREAST EDUCATOR LICENSE AGREEMENT

Dear Healthy Breast Educator,

It is required that all Healthy Breast Educators renew a license to teach the Healthy Breast Foundations Program, the Healthy Breast Yoga Program, or one or more modules from the program. The purpose of the license is to: 1) know who is actively teaching the program; 2) ensure quality control of our Educators; 3) protect the integrity of the program and its materials; 4) protect the program and copyrighted information legally; 5) inform the public of who the qualified and current educators are by posting a listing on the Healthy Breast Program (www.mammalive.net) website; 6) more easily manage royalty payments that will support the program.

Sat Dharam Kaur and her Administration approves contracts for Healthy Breast Educators (or those applying for certification as an Educator) to teach the Healthy Breast Foundations Program or the Healthy Breast Yoga Program only if Healthy Breast Educators or Yoga Instructors are licensed.

If you do not intend to teach any part of the Healthy Breast Foundations or Yoga Program in this year, a license is not required. If you do, a license is required. The cost of the license is \$25 CDN.

The license is valid from Jan 1, through Dec 31, of the current year only.

This is not a renewal for the MammAlive Foundation membership, which is a separate requirement to maintain your capacity to teach the Healthy Breast Program.

IMPORTANT: All Healthy Breast Educators need to be current with their MammAlive membership and responsibilities in order to be licensed as a Healthy Breast Educator, Healthy Breast Yoga Instructor, or Healthy Breast Practitioner.

Mammalive Terms of Licensing Agreement – Healthy Breast Educator Contract

- I agree to teach the Healthy Breast Program or one of its modules as it is, without adding or subtracting content
- I agree to adhere to the structure, content and methodology of the 12 modules of the program, although I may teach one module as a stand-alone workshop.
- I agree to teach the program purely, without the intention of promoting other products or services not affiliated with the Healthy Breast™ Program
- I agree that I will make no statements of promise to “cure” cancer or any ailment, but will use language that suggests “providing education to women” or encouraging “lifestyle change to assist in reducing the risk of breast cancer”
- I agree to abide by the scope of practice that my professional training and certification allows me to do, and to refrain from recommending or dispensing supplements or providing treatments I am not professionally trained to administer. I will refer participants to a trained naturopathic doctor, nutritionist or other health care professional. I may also bring in a guest lecturer who is trained in these modalities to teach this aspect of the course.
- I agree to consider myself as an educator, and to refrain from positioning myself as a health care provider

- I agree to communicate respectfully about conventional medicine and its methods used in treating cancer (ie surgery, chemotherapy and radiation)
- I agree to abide by the fee structure set by Sat Dharam Kaur for teaching any of the Healthy Breast™ Programs unless permission is granted in writing by Sat Dharam Kaur or other official representative to charge a different amount. Amounts can be adjusted to suit the economy of each country.
- I agree to maintain current licensing by recertifying every 5 years in order to continue teaching the Healthy Breast Program. Recertification is achieved by attending the latest updated Healthy Breast™ Foundations Program course or short workshop that covers any updated material.
- I agree that if I choose not to stay licensed as a certified Healthy Breast Educator, I do not have the right to teach the Healthy Breast™ Foundations or Yoga Program or disseminate materials from the Healthy Breast™ Program or use the name Healthy Breast™ in my advertising and promotion.
- I agree that I will not develop or teach sub-courses or derivatives of the Healthy Breast™ Program using any of the materials from the Healthy Breast™ Program without first receiving permission in writing from Sat Dharam Kaur or a representative authorized by Sat Dharam Kaur.
- I agree that I will not photocopy, scan, duplicate, email, fax, or reproduce any of the Healthy Breast Program manuals, powerpoint or materials without written permission from Sat Dharam Kaur or the MammAlive Foundation, other than what is available in the resource section of www.mammalive.net or mammalivefoundation.org
- I agree that I will use the current updated materials provided by Sat Dharam Kaur when teaching any version of the Healthy Breast Program and pay the designated copyright fee per manual in addition to photocopying costs if manuals have been ordered to be copied at my local copy shop, or pay the designated manual cost and shipping costs if manuals are shipped to me or pay the royalty fees for online programs
- I agree that I will only use the Healthy Breast Program manual, materials and powerpoint to teach women in person with me at the same location, and not through distance education, correspondence course, webinar, television, radio, videoconferencing or other electronic means, unless permission is granted in writing by Sat Dharam Kaur and a contract has been negotiated.
- I agree not to teach any of the materials from the Healthy Breast™ Program under a different program name.
- I agree to pay a MammAlive membership fee annually. This fee entitles me to participate in MammAlive Foundation bimonthly meetings.
- I agree that I will respect and not interfere with the recommendations of participants' medical doctors or other health care professionals

- I understand that when I am teaching the Healthy Breast Program, I am not training others to teach the program, but am educating them to adopt the program as a lifestyle choice. They must attend the Healthy Breast™ Foundations program with a certified trainer or Sat Dharam Kaur and complete the home practice program and other requirements before becoming a certified Healthy Breast Educator.

- I agree that if I fail to comply with the above requirements, my certification and licensing as a Healthy Breast Educator, Yoga Instructor, Practitioner and/or Trainer will be revoked.

I agree to the above terms. I will also abide by the Healthy Breast Educator's Creed and Professional Standards and I agree to work as part of a regional or international team

Before teaching the program, I have submitted my \$25 (plus applicable taxes ie 13% in Ontario) licensing fee to Sat Dharam Kaur via either etransfer or paypal to satdharamkaur@gmail.com

Date: _____ Name: (Print) _____

Signature: _____

PROPRIETARY MATERIALS/NONDISCLOSURE AGREEMENT

Fields marked with an * are required

- I understand and agree that all Materials, concepts, and information (“Material”) presented as part of the Healthy Breast Program are protected by Trademark and/or Copyright laws and are the property of Sat Dharam Kaur, with the exception of the yoga sets, breathing exercises and meditations, which are the copyright of Yogi Bhajan LLC. All photographs are the copyright of Sat Dharam Kaur.
- I understand that any Materials presented in Healthy Breast programs, workshops and presentations, are intended solely for the use of immediate course participants who have paid for the program.
- I understand that I may discuss and use these Materials for the purpose of implementing the program personally but that this Agreement indicates my understanding that I am not permitted to reproduce or distribute these Materials without written permission and a licensing agreement from Sat Dharam Kaur or her administrators.
- I understand that while I am welcome to benefit from such Materials for my personal growth, I agree not to: 1) reproduce, distribute, resell, modify and sell, or repackage and sell the Materials; or 2) use these Materials to support or train clients, patients, students, organizations, or other groups with whom I have an interest, whether or not for financial remuneration unless I have a licensed agreement with Sat Dharam Kaur.
- I therefore agree not to deliver the Materials themselves, either reproduced or modified, as part of any course, seminar, training program, workshop, book, video, consulting, or similar formal business activity that I make available to my clients, students, affiliates, or to the public for the purpose of personal financial gain or otherwise, without written permission from Sat Dharam Kaur.
- I agree that I will first discuss and obtain the written consent of Sat Dharam Kaur or her administrative staff should I wish to use any Materials from the Healthy Breast program either directly or indirectly in any seminar, training program, workshop, or business activity.
- I understand that there is a certification and licensing process to use the Healthy Breast Program material with clients and/or students, organizations, colleges, universities, hospitals, institutions and community settings, and should I wish to do this, I agree to follow the certification and licencing policies and procedures set out by Sat Dharam Kaur.
- I agree to obtain written permission and pay any necessary licensing, royalty and/or copyright fees before and/or after sharing any of the Healthy Breast materials with clients, patients, organizations, institutions or to the public, whether for the purpose of personal financial gain or otherwise, either during the course of this program or at any time thereafter.

I have read the terms above and agree *

Date: _____ Name: (Print) _____

Signature: _____

HEALTHY BREAST PROGRAM ROYALTY FORM

For Certified Healthy Breast Educators or Healthy Breast Yoga Instructors teaching the Healthy Breast Program as a 12-week yoga series or as the full program.

Due Date: Payment is due within 1 month of the last classroom day of the program

Instructions: Please fill in all the blanks on this royalty form

On this form what currency will you calculate in?

Program # (sent to Licensee/Course Administrator when program was approved)

Program Dates (as submitted on contract)

Actual program dates if different from contract

Total number of students

PROGRAM LOCATION

City

State/Province

Country

Name of Course Administrator/Licensee

Name of Course Instructor

Name of person filling out this form

Today's date

Calculating the Healthy Breast Royalty Fee per Student

As stipulated by Sat Dharam Kaur, Licensee pays 10% of program registration fee per person as a royalty fee to Sat Dharam Kaur for use of the program, and 5% to the regional or international MammAlive Foundation. The regional funds will be used to: 1) pay a regional coordinator; 2) pay for regional promotional materials ie a banner or booth for a health show; 3) pay for a Healthy Breast Educator to teach the program to women who could otherwise not afford it.

Important: Students who repeat the program, or pay a discounted price, or work for the program as a trade, pay the royalty fee based on their registration fee.

Program Prices: As given in brochure or on website

Currency Type (Euro, US dollars, Peso etc)

Full Registration Fee

Early Registration Fee

Discount Registration Fee

Allowed Deductions:

Cost of photocopying manuals and copyright fee (\$10) + admin fee (\$5) per manual, if manual is used (\$15 CDN/person on top of photocopying fee)

Please keep cost of food and lodging separate from the course registration fee.

Please note: No deductions are allowed for travel, administration, promotion, shipping, space rental, equipment rental, extra photocopying (other than manuals) or trainers fees.

Total Registration Fees:

Full reg Fee (minus allowable deductions)

of students

Total Full Registration \$ (fee x students)

Early reg Fee (minus allowable deductions)

of students

Total Early Registration \$

Discount reg Fee (minus allowable deductions)

of students

Total Discount Registration \$

Total of Registration Fees: Add Full + Early + Discount =

10% of Total Registration fees (HB Royalty Fee)

HB Royalty Fee in CDN dollars.

5% of Total Registration fees - HB Regional Support Fee or MammAlive Foundation Fee x # people

HB Regional Support Fee or MammAlive Foundation Fee in CDN Dollars

HB Royalty Fee payable to Sat Dharam Kaur in CDN dollars with the following payment options:

- Etransfer satdharamkaur@gmail.com
- Paypal satdharamkaur@gmail.com
- Credit Card (Visa/MC only)
- Bank transfer (contact us for details)
- US or Canadian Checks by mail to: Sat Dharam Kaur
235 9th St E, Owen Sound, ON, Canada, N4K 1N8

HB Regional Support Fee payable to your Regional Co-ordinator. If there is no regional coordinator, please send an etransfer or paypal payment to mammaliveteam@gmail.com. Please contact your regional coordinator to pay.

For Assistance: email satdharamkaur@gmail.com or call 519 372-9212 Fax 519 372-2755