



Disruptive Behavior Policy

Introduction

Inout Academy is committed to fostering a positive and productive learning environment for all participants. Our instructors are dedicated to creating an engaging and respectful atmosphere where everyone feels comfortable contributing. This policy outlines the steps instructors can take to address disruptive behavior and ensure a successful training experience for all.

Examples of Disruptive Behavior:

- **Lack of Engagement:** Attending solely due to company obligation, minimal participation in activities, or consistently arriving late without explanation.
- **Disruptive Communication:** Dominating discussions with negativity, irrelevant comments, or arguments directed towards instructors or other participants.
- **Inattentiveness or Disrespect:** Signs of intoxication, interrupting others, talking over speakers, or displaying a general lack of interest in the training.

Managing Disruptive Behavior:

Instructors have a range of strategies to address disruptive behavior, depending on the situation's severity. Here's a recommended approach:

1. **Individual Conversation:** The instructor will discreetly approach the individual and inquire about their experience. A calm and supportive tone is key. For example: "Hi [Name], how are you finding the training today? I noticed you haven't been participating much. Is there anything you'd like to discuss that might be hindering your engagement?"
2. **Impact on Others:** If needed, the instructor can gently explain how the behavior might be impacting others' learning experience.

3. **Goal Alignment:** Understanding the individual's learning goals can be helpful. The instructor can explain course content and explore how it aligns with their objectives.
4. **Rejoining the Group:** The instructor can offer the individual the opportunity to return to the group and adjust their behavior if they wish to continue.
5. **Escalation:** If the behavior persists, the instructor will consult with the Inout Academy management team.

Management Intervention:

The management team will assess the situation and may recommend one of the following:

- **Individual Training:** The participant could be offered a one-on-one session with their supervisor or personalized coaching with Inout Academy to address their specific needs.
- **Alternative Course:** For individuals whose goals are not aligned with the current course, management may suggest a more suitable program offered by Inout Academy.
- **Dismissal from Training:** In extreme cases, the participant might be asked to leave the training program.

By following this policy, we can ensure a positive and enriching learning experience for everyone at Inout Academy.

Changes:

This policy reflects Inout Academy's commitment to providing a safe and inclusive learning environment. It may be reviewed and updated periodically.