The MINUTES of the 2022 EUROPEAN INSTRUCTORS CONFERENCE

ISTANBUL 1-2.10.2022

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<table>
<tr><td colspan="2">1st Day (October 1st)</td><td>2nd Day (October 2nd)</td></tr>
<tr><td>09:00</td><td>Session Exchanges</td><td>Session Exchanges</td></tr>
<tr><td>10:00</td><td>Global-Analytical-Global Method applied to WATSU® (GAG) / Gianni De Stefanni (S.I.)*</td><td>WATSU® Adaptations for Individuals with Variety of Special Needs. / Duran Arslan</td></tr>
<tr><td rowspan="2">11:30</td><td>Cranio Sacral Therapy in Water TM: Fascia as a System / Elisa Munoz Blanco</td><td>Bliss Bubble Concept
Micheal De Glanville
Viola Edward</td></tr>
<tr><td colspan="2"></td></tr>
<tr><td rowspan="2">15:00</td><td rowspan="2">New WABA registry / G.D.*</td><td>Analogies to Promote Learning WATSU® / Ertan Tufekcioglu</td></tr>
<tr><td rowspan="2">New Regulations of ESAC to Facilitate WATSU® Instructor Path / Keli Procopio (S.I.)</td></tr>
<tr><td>16:00</td><td>Cranio Sacral Therapy in Water TM: Fascia as a System / Elisa Munoz Blanco</td></tr>
<tr><td>17:00</td><td>Board communications</td><td>A better definition of what we mean as an established teacher or TI as the actual one (see 2021 TI agreement) / G.D.</td></tr>
<tr><td>18:00</td><td>Definition of “License to touch” for provider and professional practitioners: update of actual guidelines / G.D.</td><td>Guidelines regulating posting WABA classes according to non-territoriality and respect to established teachers / TI. Concepts for better transparency about procedures / G.D.</td></tr>
<tr><td>19:00</td><td>Requirements for the license to touch in a variety of countries / G. D.</td><td>November 2022 Board elections / G. D.</td></tr>
<tr><td>19:30</td><td>*General Discussion *Senior Instructor</td><td>CLOSING</td></tr>
</table>

Last-minute changes were done to the program regarding the renunciation of Jurgita and Tatyana's flight issues.

G. De Stefani was bringing at the beginning and at the end of the conference the appreciation and greetings to WATSU ® Turkiye and Ertan Tufekcioglu on behalf of the WABA Board.

The practical program was very appreciated.

The US and English-speaking countries and Israel Ethics Committee explained Thery Thomas's removal.

Hereby the minutes of the taken decisions/suggestions to the Board

EUROPEAN INSTRUCTORS' DISCUSSION ON LICENCE TO TOUCH AND AUTHORIZATION OF WATSU® PRACTITIONER REQUIREMENTS

Dentistry is not closely related to bodywork and should not be mentioned in the requirements.

Manual therapy in the form of osteopathy, Cranio sacral, Chinese medicine, and holistic medicine can be mentioned to specify some of the important modalities for the practitionership.

200 hours subject to the minimum requirement in each country. The USA needs to arrive at 500H according to local laws.

The formal revised text to be included in the guidelines for practitioners' requirements, has to undergo from IC to Board (through these minutes) and from Board to ESAC for final revision of the existing text with a new formulation that has 200H as a minimum requirement only for application as Provider or professional practitioner, but with the indication that local laws have preeminence if above 200H are required

SOME OF THE IDEAS TO DISCUSS ETHICAL GUIDELINES TO MANAGE/AVOID THE SITUATIONS OR POTENTIAL CONFLICT THAT CAN ARISE BETWEEN THE INSTRUCTORS

(especially related to what is intended as an established teacher and no-territoriality of WATSU®)

No need to have an established teacher definition. This is an open market.

To be an established teacher one should have taught at least 150 hours in a region for W1 and 60 hours for WBasic.

Business-related issues or conflicts of interest between teachers in a specific area are not subject to ethical complaints.

There are open market examples of helping people intervention studios side by side.

The communication must be direct between the instructors only. Using an informal approach is suggested to conflicts to resolve the issues before raising a formal grievance. This grievance isn't ethical. Board could act as a mediator.

The possible date overlapping of the courses should be avoided by the increased awareness of possible courses in the same region.

In this regard, the term territoriality is not worth mentioning. But clear communication is needed. Free competition can increase quality.

2022 Board elections

A teller volunteer for the board is needed. Tomasz Zagorski and Roman Nedved wanted to be the candidates for this task.

"We should be more alive to the advantages of a higher mind that were supported by WATSU®" E.Tufekcioglu

Dear WABA Board,

There was a request to send summary notes re: the presentation **offered regarding Theri Thomas** during the WABA Board update session of the EU IC on October 1st. Below is a synopsis.

A relevant history of WABA ethics was reviewed so that EU IC participants were all on the same page.

In 2017, a protocol regarding the WABA ethical decision-making process was established. This included the update/revision of a formal complaint form which could be used when students, practitioners, and instructors had grievances within the WABA system.

This relates to Theri Thomas in that there were multiple formal complaints that came forth between 2017-18, (and before). In 2019, an ethics consultant was hired to interview Theri re: these collective complaints.

Findings included a theme of inappropriate behavior, disrespect and abuse of power as an instructor, and a teaching environment that was not safe for students.

After months of investigation, Theri Thomas was put on a 6-month probationary period from July 2020 - Jan 2021.

The current US EC came on in April of 2021, and a new complaint against Theri Thomas was submitted in July, 2021. A process began of gathering further information and data.

The repeated theme in classes and communication with students became very clear, as there were multiple accumulated formal complaints about Theri across time, both before the current EC's tenure, as well as during the investigation process.

During the late summer and fall of 2021, research, reading of past communications, and live Zoom interviews with participants and witnesses revealed repeated ethics agreement violations including harmful treatment of students.

Across time, Theri was given multiple warnings, including the 6-month probation. She was offered many opportunities to take responsibility for her actions. She repeatedly denied any responsibility.

In December of 2021, a 2nd independent ethics consultant was hired by the WABA Board, Dr. Ben Benjamin, with a PhD in Sports Medicine, an expert witness in ethics cases, a certified massage therapist with his own practice, and the author of "Ethics of Touch", 3rd revision in 2020, the current EC thought he was an appropriate candidate for this task. His recommendation after the gathering of facts was that the WABA Board terminate Theri's affiliation with WABA based on overt evidence including, but not limited to, **authoritative abuse of power.**

A summation statement during the EU IC session was shared:

WABA and the US EC both adhered to what is solidly stated in the WABA internal rules and statutes. Any and all decisions were reviewed by legal counsel before formal action was taken.

There were two comments from participants from the EU IC, both supportive of the work done by the EC and WB.

Respectfully submitted by,

The US and English speaking countries and Israel Ethics Committee