

# PERSONAL TRAINING

An Informative Newsletter

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By John Platero

## ATTENTION ALL TRAINERS

Your LICENSEE agreement requires you to provide LA FITNESS with a black and white 8 x 10 headshot of yourself. We are going to display these photos along with a small biography and a phone number for each of you. The deadline for submitting your photo is May 1, 1998. Anyone who doesn't comply will be in breach of article (27) of their contract and will be given a 5 day notice. **There will be no exceptions!**

Please send your pictures to the address at the end of this newsletter. **Thank you.**

## Personal Trainer Ethics

It has been brought to my attention the need for specific guidelines concerning professional behavior and sexual harassment.

### 1. Respect for clients and fellow professionals.

a) A personal trainer should act with integrity in their relationship with colleagues, fellow employees and other health care professionals to enhance the contribution of all parties to the achievement of optimum benefits for the client.

b) When disagreements or conflicts occur, a trainer should focus on behavior, factual evidence and non-derogatory forms of communication; not on judgmental statements, hearsay, placing the blame, or other destructive derogatory responses.

Any complaint of such behavior or conduct should be put in writing. A corroborating third party witness in writing would help as well.

*"If you don't have anything good to say, don't say anything at all."*

c) Never solicit business from another trainer's client. Interactions with clients should be friendly, open and honest, so those clients could not interpret the interactions as solicitation.

*It is your responsibility to represent yourself as a health care professional.*

### 2. Professional Conduct:

a) Advertisements should be truthful, fair and guided by the primary obligation of helping clients develop informed judgements, opinions and choices concerning their fitness goals. Health and fitness should be the message. *Sexual content should not be confused with health and fitness.*

b) Appearance should be clean, well groomed and appropriate for the work being performed, in a manner consistent with good hygiene, safety and good taste. c) No street clothes are allowed on the gym floor.

d) No food or drink is allowed on the gym floor.

e) Maintaining your work place and work area clean and orderly. Always re-rack your clients weights.

f) Be sure to teach your client the correct gym etiquette.

### 3. Maintain professional boundaries:

a) A personal trainer should not sexually, psychologically, economically or otherwise exploit his or her professional relationship with a supervisor, employee, colleague or client.

b) A trainer should respect a client's right to privacy. A client's conversations, behavior, results and in some cases - if appropriate - identity, should be kept confidential.

c) Physical touching should be used appropriately during training sessions as a means of correcting alignment or focusing a client's concentration on the targeted area. The use of touch should be discontinued at a client's request or if the client displays signs of discomfort.

d) A personal trainer should focus on the business relationship, not a client's personal life, except as appropriate.

e) Sexually oriented banter and inappropriate physical contact should be avoided.

f) Clients provided for you by another trainer or training company remains their client. (Unless of course, there is a different agreement before that referral.) If you decide to discontinue your relationship with that trainer or company, you must also terminate your working relationship with the clients they have provided you.

#### **4. Maintain the education and experience necessary to appropriately train clients:**

a) A trainer should strive to keep abreast of the new developments, concepts and practices essential to providing the highest quality services to clients.

b) Never diagnose.

*At least one workshop or seminar per year.*

#### **The following behavior will be grounds for immediate termination of your LICENSEE agreement:**

- The reporting to work under the influence of alcoholic beverages and/or illegal drugs and narcotics or the use, sale, dispensing, or possession of these substances on company premises.

- The use of profanity or abusive language.

- The possession of any dangerous or unauthorized items on company property, including firearms, explosives or other weapons.

- Fighting, assault, or the threat of either, on a fellow trainer, employee or customer.

- Engaging in any form of sexual harassment.

#### **Sexual harassment is defined by the California Labor Law Digest as, but not limited to:**

a) Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments;

b) Visual conduct such as derogatory and/or sexually-oriented posters, photography, cartoons drawing or gestures;

c) Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work because of sex, race or any other protected basis;

d) Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors; and

e) Retaliation for having reported or threatened to report harassment.

- Theft or unauthorized removal or possession of property from the company, fellow employees, customers or any one on the company property.

- Interfering with the work of others during working hours by means of horseplay, scuffling, fighting, throwing things or other similar or disruptive behavior.

- Smoking inside the club.

- Engaging in any conduct and/or communications which damages the interests of the company.

- Misusing, destroying or damaging property of LA FITNESS, a fellow employee, member or visitor.

*I can't possibly think of every situation that might*

*come up, but this is definitely a start. Please use your best judgement. Remember, the parts do affect the whole.*

#### **IMPROVEMENTS**

Please remember, the exercise equipment in the aerobics room is for group exercise.

**Do not use the LA FITNESS name or logo** on any of your flyers without the prior written approval from LA FITNESS. Also, the statement "**Independent Contractor not affiliated with LA FITNESS**" should be on all of your flyers, cards, price sheets or advertisements. If you need stickers, let me know

#### **CLUB POLICIES**

**If you want to change your EFT, you must do so a month in advance.** It was in the agreement you signed.

Go to the front desk and get an EFT form, fill it out and fax it to me at 310- 287-0801 or Chad Abramo at 714-509-2507 if you want to make any changes.

- Please show your card to the front desk at least once a day.

- In the event of an accident where someone is injured, please go to the front desk and ask for an "incident report". Fill it out, make a copy for yourself, fax a copy to me at 888-287-0801 and give the other to the front desk. This way, you're covered.

- If you have not received a "trainers card", or you have moved, call 800-600-2540, ext 561 and ask for Jim Irwin. Give him your correct address, so you can be sent a card.

**- This is a reminder; you will be charged a 10% late fee plus a \$10 bank charge if your rent comes back to us. We will also deny you entry to the club until you pay the balance. If your rent is \$300 it will cost you \$340 to get back in to the club. THERE WILL BE NO MORE EXCEPTIONS.**

#### **ACHIEVEMENTS**

John Platero gets his butt kicked in his first three cycling races.

*Hey, I tried.*

#### **UPCOMING EVENTS**

#### **FUTURE FIT**

PERSONAL TRAINING SCHOOL

March 14-15 Westwood  
310-209-5002 (for directions)  
\$159 1-800-778-6060 to register

Sat. and Sun. 8:30 am - 6:00 pm,

POST REHAB FITNESS SPECIALIST

Sat.- Sun. 8:00 am - 6:00 pm  
March 28-29 Westwood  
310-209-5002 (for directions)  
\$159

Please send any suggestions, comments, complaints, praises, accomplishments, articles or information you might find useful to the newsletter\* or training program to:

Future Fit  
4052 La Salle #1  
Culver City, CA  
90034  
or fax me at 310-287-0801