

Ethics Code

(Adapted from ICF Code of Ethics and MBA Ethics Code)

Professional Conduct At Large

- I will not knowingly make any public statement that is untrue or misleading about what I offer as a coach, or make false claims in any written documents relating to the coaching profession or my credentials.
- I will accurately identify my coaching qualifications, expertise, experience, certifications and Credentials.
- I will recognize and honor the efforts and contributions of others and not misrepresent them as my own. I understand that violating this standard may leave me subject to legal remedy by a third party.
- I will, at all times, strive to recognize personal issues that may impair, conflict, or interfere with my coaching performance or my professional coaching relationships. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s).
- I will conduct myself in accordance with the Code of Ethics in all coach training, coach mentoring, and coach supervisory activities.
- I will conduct and report research with competence, honesty, and within recognized scientific standards and applicable subject guidelines. My research will be carried out with the necessary consent and approval of those involved, and with an approach that will protect participants from any potential harm. All research efforts will be performed in a manner that complies with all the applicable laws of the country in which the research is conducted.
- I will maintain, store, and dispose of any records created during my coaching business in a manner that promotes confidentiality, security, and privacy, and complies with any applicable laws and agreements

Professional Conduct with Clients

- I will not knowingly mislead or make false claims about what my client or sponsor will receive from the coaching process or from me as the coach.
- I will not give my prospective clients or sponsors information or advice I know or believe to be misleading or false.
- I will have clear agreements or contracts with my clients and sponsor(s). I will honor all agreements or contracts made in the context of professional coaching relationships.
- I will carefully explain and strive to ensure that, prior to or at the initial meeting, my coaching client and sponsor(s) understand the nature of coaching, the nature and limits of confidentiality, financial arrangements, and any other terms of the coaching agreement or contract.
- I will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact I may have with my clients or sponsors.
- I will not become sexually intimate with any of my current clients or sponsors.
- I will respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement or contract. I will be alert to indications that the client is no longer benefiting from our coaching relationship.
- I will encourage the client or sponsor to make a change if I believe the client or sponsor would be better served by another coach or by another resource.
- I will suggest my client seek the services of other professionals when deemed necessary or appropriate.

Conflicts of Interest

- I will seek to avoid conflicts of interest and potential conflicts of interest and openly disclose any such conflicts. I will offer to remove myself when such a conflict arises.
- I will disclose to my client and his or her sponsor all anticipated compensation from third parties that I may pay or receive for referrals of that client.
- I will only barter for services, goods or other non-monetary remuneration when it will not impair the coaching relationship.
- I will not knowingly take any personal, professional, or monetary advantage or benefit of the coach-client relationship, except by a form of compensation as agreed in the agreement or contract.

Confidentiality / Privacy

- I will maintain the strictest levels of confidentiality with all client and sponsor information. I will have a clear agreement or contract before releasing information to another person, unless required by law.
- I will have a clear agreement upon how coaching information will be exchanged among coach, client, and sponsor.
- When acting as a trainer of student coaches, I will clarify confidentiality policies with the students.
- I will have associated coaches and other persons whom I manage in service of my clients and their sponsors in a paid or volunteer capacity make clear agreements or contracts to adhere to these Confidentiality / Privacy standards and the entire Code of Ethics to the extent applicable.

The Oath

As coaches, we aspire to conduct ourselves in a manner that reflects positively upon the coaching profession, being respectful of different approaches to coaching; and recognizing that we are also bound by applicable laws and regulations.

Our purpose is to serve the greater good by bringing together people and resources to create value that no single individual can build alone. Therefore we will seek a course that enhances the value the enterprise can create for society over the long term. We recognize that our decisions can have far-reaching consequences that affect the well-being of individuals inside and outside the enterprise, today and in the future. As we reconcile the interests of different constituencies, we will face difficult choices.

As a professional Coach, I acknowledge and agree to honor my ethical and legal obligations to my coaching clients and sponsors, colleagues, and to the public at large. I pledge to comply with the Code of Ethics, and to practice these standards with those whom I coach.

Therefore I promise:

- I will act with utmost integrity and pursue my work in an ethical manner.
- I will safeguard the interests of my shareholders, co-workers, clients and the society in which we operate.
- I will manage my enterprise in good faith, guarding against decisions and behavior that advance my own narrow ambitions but harm the enterprise and the societies it serves.
- I will understand and uphold, both in letter and in spirit, the laws and contracts governing my own conduct and that of my enterprise.
- I will take responsibility for my actions, and will represent the performance and risks of my enterprise accurately and honestly.
- I will develop both myself and others under my direction so that the profession continues to grow and contribute to the well-being of society.
- I will strive to create sustainable economic, social, and environmental prosperity worldwide.
- I will be accountable to my peers, colleagues and clients and they will be accountable to me for living by this oath.

This oath I make freely, and upon my honor.