



## Code of Ethics of the International Association of Coaching Institutes (ICI)

This Code of Ethics is an expression of the vision and mission of the ICI and a personal commitment of the ICI members. It is the basis of our understanding of high quality work and of interpersonal communication within as well as outside of the ICI. We are committed to high ethical standards on the 7th Graves-level and adhere to these standards in our efforts to foster the well-being of all humanity and the maintenance of justice and peace worldwide.

### Members of the ICI

1. are always fair and cooperative in dealing with coachees, trainees, colleagues and competitors
2. are committed to the protection of human dignity, based on the belief that all humans possess inalienable rights, regardless of personal capabilities
3. are committed to consciously and ecologically use their knowledge in the best interest of all human beings, regardless of gender, skin colour, religious beliefs, or nationality
4. support human beings in their perception of personal responsibility and are at the same time aware of their responsibilities as trainers in their interactions with participants
5. proactively response to false or misleading representations of Coaching and/or of ICI, in order to ensure that Coaching and/or ICI are represented fairly and accurately to the general public
6. are aware of their responsibility and use their credibility, status, academic title, membership or authority in order to make Coaching known worldwide in a positive and respectable way
7. recognize and respect the unique personality and socio-biographical uniqueness of each human being - this includes the right of each person to make his or her own choices, while respecting the rights of others
8. view each person as a holistic being who integrates body, mind and spirit, and adapt their training methods accordingly
9. are actively engaged in the development of society and the world and assume a special responsibility
10. are aware that they influence the attitudes and the personal development of their participants
11. encourage in the context of their professional interactions the questioning of altitudinal patterns and positions, encourage the feasibility of new views and influence behavioral change
12. are committed to treating all personal information which is conveyed to them in the context of their occupational actions as confidential
13. are aware of societal developments
14. are constantly striving to keep their skills, knowledge, and methodical capabilities up to date, and to thus ensure the highest standards possible

15. assume responsibility for their own continuous training and supervision and regularly seek exchange with colleagues
16. view their work in a larger context
17. use their work as a contribution to the development of a sustainable society
18. use methods that are in accord with the view of human beings as expressed in this code of ethics
19. do not belong to institutions or groups whose attitudes and beliefs are not in accordance with to the positions expressed in this code of ethics
20. refrain from all forms of repression of their participants
21. treat all participants with respect and appreciation
22. commit to the principles of truth, clarity, and confidentiality in their interactions with clients and participants
23. present their trainings in an accurate manner - this includes conveying one's own methodical capabilities and declaring which methods one employs during the training
24. are self-critically aware of the limits of their own capabilities and do not offer any services that exceed their professional competencies
25. treat all colleagues with respect and appreciation - when they criticize colleagues, they do so in a constructive and fair manner
26. adhere to the societal rules and the ethical standards of the community in which they work and abide by the laws of the country where they offer their service and practice
27. avoid misleading statements about their own professional qualifications and intentions or their connections or membership in organizations

**In the process of application for ICI membership every member acknowledges the:**

### **ICI Membership Statement**

1. I adhere to the Ethics Codex and Quality Guidelines of the ICI and when I use or offer Coaching I do this only within the legal requirements of the relevant country.
2. I'm a point of reference for others who want information about the ICI, actively support the good reputation of the ICI and of Coaching, and commit myself to the high quality promotion of Coaching according to my own ways and resources.
3. I'm fully responsible for all content and links to other websites that I have placed on the ICI website, and I keep my data on the ICI website up to date.

**The ICI commission for Ethics & Curricula** is working on the regulations for Continuing Professional Development (CPD) and Complaint Procedure (CP).