

## Executive Summary

### The Global Code of Ethics for Coaches, Mentors and Supervisors

May 2018



# Executive Summary of The Global Code of Ethics for Coaches, Mentors and Supervisors

This summary will tell you at a glance about the key areas covered by the May 2018 version of The Global Code of Ethics. This is not a substitute for the code itself – it's a reminder and overview of the contents of the code. Note: in the 2018 version the word “members” is used to refer to: coaches, mentors, supervisors and trainers.

For a full pdf version of The Global Code of Ethics please click [here](#).

## Working with Clients

### **Context & Contracting**

Members will: abide by the Code of Ethics; make it available to clients and sponsors; conduct a thorough and open contracting process; and be transparent about how they work with clients

### **Integrity**

Members will: be honest and accurate about their qualifications, knowledge, experience, methods and potential impact; obey the law and act with honesty, integrity and transparency; and pay proper attention to attributing others' work to the originator(s) and not claim it as their own

### **Confidentiality**

Members will: maintain confidentiality at all times; be open and honest about confidentiality with coachees and sponsors, as well as the limits to this confidentiality; keep notes, store them securely and dispose of them properly; be clear with clients that about their supervision arrangements and describe what these mean

### **Inappropriate interactions**

Members will: maintain clear boundaries as far as personal relationships are concerned and avoid romantic / sexual relationships with clients / sponsors

### **Conflict of interest**



Members will: be alert to conflicts of interest, in particular around gaining personal advantage from the coaching relationship; be sensitive to commercial / personal conflicts of interest caused by working with one or more clients and withdraw from the relationship if a conflict arises that cannot be managed effectively

### **Terminating professional relationships and on-going responsibilities**

Members will: ensure that all interested parties know that both client and coach are free to withdraw from the relationship at any time; respect confidentiality and be alert to potential conflicts of interest even after the coaching relationship has finished

## **Professional Conduct**

### **Maintaining the reputation of the profession**

Members will: act as responsible representatives of the profession at all times and be respectful of other members who may have divergent approaches

### **Recognising equality and diversity**

Members will: respect diversity and be alert to the possibility of the emergence of their own unconscious bias and the potential for inadvertent discrimination in all their communications

### **Breaches of professional conduct**

Members will: be aware that breaches of the code that are upheld in a complaints procedure may result in a sanction; be aware that members may challenge other members if they believe they are acting in a way not according the code of ethics

### **Legal and statutory obligations and duties**

Members will: stay up to date and comply with the statutory requirements in the countries in which they are coaching and should have the appropriate professional indemnity insurance

## **Excellent Practice**

### **Ability to perform**

Members will: hold the qualifications, skills and experience to meet the needs of the client and operate competently; refer clients to other members/ professionals should the need arise; and ensure they are fit and well enough to practise

### **On-going supervision**

Members will: engage in supervision with a qualified supervisor / peer supervision group at an appropriate level of frequency; and raise potential or actual ethical concerns in supervision

### **Continuing professional development**

Members will: maintain and grow their coaching / mentoring competence through regular, ongoing CPD; make a contribution to the professional community appropriate to their level of expertise; and critically evaluate their own quality of work through feedback from relevant parties.

## **Signatories to the Code**

- Association for Coaching (AC)
- European Coaching & Mentoring Council (EMCC)
- Association for Professional Executive Coaching and Supervision (APECS)
- Associazione Italiana Coach Professionisti (AICP)
- Mentoring Institute, University of New Mexico, United States