



Code of Ethics

The **ALKISTIS Method (T.A.M.)** is committed to maintaining and promoting excellence in facilitating. Therefore, **T.A.M.** expects all members and certified facilitators, to adhere to the elements and principles of ethical conduct: to be competent and integrate **T.A.M. Core Competencies** effectively in their work.

In line with **T.A.M.** core values and Code of Ethics is designed to provide appropriate guidelines, accountability and enforceable standards of conduct for all **T.A.M.** Members and **T.A.M.** Credential-holders, who commit to abiding by the following **T.A.M.** Code of Ethics:

Part One: Definitions

- **Facilitating:** Facilitating is partnering with clients (paying or non-paying) in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.
- **T.A.M. Facilitator:** A **T.A.M.** facilitator agrees to practice the Core Competencies and pledges accountability to the **T.A.M.** Code of Ethics.
- **Conflict of Interest:** A situation in which a facilitator has a private or personal interest sufficient to appear to influence the objective of his or her official duties as a facilitator and a professional.

Part Two: The TAM Standards of Ethical Conduct

Section 1: Professional Conduct at Large

As a facilitator, I:

- 1) Conduct myself in accordance with the **T.A.M.** Code of Ethics in all interactions, including facilitator training, facilitator mentoring and facilitator supervisory activities.
- 2) Commit to take the appropriate action and/or will contact **T.A.M.** to address any ethics violation or possible breach as soon as I become aware, whether it involves me or others.

3) Communicate and create awareness in others, including organizations, employees, sponsors, facilitators and others, who might need to be informed of the responsibilities established by this Code.

4) Refrain from unlawful discrimination in occupational activities, including age, race, gender orientation, ethnicity, sexual orientation, religion, national origin or disability.

5) Make verbal and written statements that are true and accurate about what I offer as a facilitator, the facilitating profession or **T.A.M.**.

6) Accurately identify my facilitator qualifications, expertise, experience, training, certifications and **T.A.M.** Credentials.

7) Recognize and honor the efforts and contributions of others and only claim ownership of my own material. I understand that violating this standard may leave me subject to legal remedy by a third party.

8) Strive at all times to recognize my personal issues that may impair, conflict with or interfere with my facilitating performance or my professional facilitator relationships. I will promptly seek the relevant professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my facilitator relationship(s) whenever the facts and circumstances necessitate.

9) Recognize that the Code of Ethics applies to my relationship with facilitating clients, students, mentees and supervisees.

10) 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.

11) In the case that I am working for income: Maintain, store and dispose of any records, including electronic files and communications, created during my facilitating engagements in a manner that promotes confidentiality, security and privacy and complies with any applicable laws and agreements.

12) Use **T.A.M.** Member contact information (email addresses, telephone numbers, and so on) only in the manner and to the extent authorized by the **T.A.M.**.

Section 2: Conflicts of Interest

As a facilitator, I:

13) Seek to be conscious of any conflict or potential conflict of interest, openly disclose any such conflict and offer to remove myself when a conflict arises.

14) Clarify roles, set boundaries and review with stakeholders conflicts of interest that may emerge between facilitating and other role functions.

15) Disclose to my client and the sponsor(s) all anticipated compensation from third parties that I may receive for referrals of clients or pay to receive clients.

16) Honor an equitable facilitator/client relationship, regardless of the form of compensation.

Section 3: Professional Conduct with Clients

As a facilitator, I:

17) Ethically speak what I know to be true to clients, prospective clients or sponsors about the potential value of the facilitating process or of me as a facilitator.

18) Carefully explain and strive to ensure that, prior to or at the initial meeting, my facilitating client and sponsor(s) understand the nature of facilitating, the nature and limits of confidentiality, financial arrangements, and any other terms of the facilitating agreement.

19) Have a clear facilitating service agreement with my clients and sponsor(s) before beginning the facilitating relationship and honor this agreement. The agreement shall include the roles, responsibilities and rights of all parties involved.

20) Hold responsibility for being aware of and setting clear, appropriate and culturally sensitive boundaries that govern interactions, physical or otherwise, I may have with my clients or sponsor(s).

21) Avoid any sexual or romantic relationship with current clients or sponsor(s) or students, mentees or supervisees. Further, I will be alert to the possibility of any potential sexual intimacy among the parties including my support staff and/or assistants and will take the appropriate action to address the issue or cancel the engagement in order to provide a safe environment overall.

22) Respect the client's right to terminate the facilitating relationship at any point during the process, subject to the provisions of the agreement. I shall remain alert to indications that there is a shift in the value received from the facilitating relationship.

23) Encourage the client or sponsor to make a change if I believe the client or sponsor would be better served by another facilitator or by another resource and suggest my client seek the services of other professionals when deemed necessary or appropriate.

Section 4: Confidentiality/Privacy

As a facilitator, I:

24) Maintain the strictest levels of confidentiality with all client and sponsor information unless release is required by law.

25) Have a clear agreement about how facilitating information will be exchanged among facilitator, client and sponsor.

26) Have a clear agreement when acting as a facilitator, facilitator mentor, facilitating supervisor or trainer, with both client and sponsor, student, mentee, or supervisee about the conditions under which confidentiality may not be maintained (e.g., illegal activity, pursuant to valid court order or subpoena; imminent or likely risk of danger to self or to others; etc) and make sure both client and sponsor, student, mentee, or supervisee voluntarily and knowingly agree in writing to that limit of confidentiality. Where I reasonably believe that because one of the above circumstances is applicable, I may need to inform appropriate authorities.

27) Require all those who work with me in support of my clients to adhere to the **T.A.M.** Code of Ethics, Number 26, Section 4, Confidentiality and Privacy Standards, and any other sections of the Code of Ethics that might be applicable.

Section 5: Continuing Development

As a facilitator, I:

28) Commit to the need for continued and ongoing development of my professional skills.



The T.A.M. Pledge of Ethics

As an **T.A.M.** facilitator, I acknowledge and agree to honor my ethical and legal obligations to my facilitating clients and sponsors, colleagues, and to the public at large. I pledge to comply with the **T.A.M.** Code of Ethics and to practice these standards with those whom I facilitate, teach, mentor or supervise.

If I breach this Pledge of Ethics or any part of the **T.A.M.** Code of Ethics, I agree that the **T.A.M.** in its sole discretion may hold me accountable for so doing. I further agree that my accountability to the **T.A.M.** for any breach may include sanctions, such as loss of my **T.A.M.** Membership and/or my **T.A.M.** Certification.

Adopted by the **T.A.M.** Global Board of Directors June 2018.

Your signature here above:

The date today: _____

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