

# Compassionate Inquiry Code of Ethics for Online Facilitators

## Autonomy and Dignity of All Persons

1. Respects the privacy, rights and diversity of all persons
2. Shows sensitive regard for the moral, social, religious beliefs and standards, and sexual orientation of course participants, and avoids imposing his or her personal beliefs or practices on others
3. Takes a stand against oppression and discrimination
4. Rejects all forms of harassment and abuse
5. Maintains appropriate therapeutic boundaries at all times
6. Recognizes the position of power the CI Facilitator holds with the CI training participant or client within the teaching and/or therapeutic relationship
7. Does not exploit this relationship for any form of non-therapeutic or personal gain, benefit or advantage
8. Never enters into a sexual relationship with a current course participant
9. Does not enter into a sexual relationship with a former course participant unless at least two years has elapsed since the professional relationship ended or was terminated and it can be demonstrated that there is no longer a power imbalance between the CI Facilitator and the course participant
10. If a facilitator is intending to engage in a sexual relationship with a former course participant after 2 years has elapsed, this relationship must be brought to the attention of Gabor and Sat Dharam
11. Does not act as the online facilitator with a participant with whom the practitioner already has a personal relationship, or with a client or former client, where professional boundaries may not be sustained
12. Accepts responsibility for boundary crossings and violations when they occur
13. Takes immediate steps to address and rectify a boundary violation when it occurs

## Excellence in Professional Practice

1. Works in the best interests of course participants, facilitation team, and program as a whole; contributes personal skills and competencies
2. Recognizes professional limitations. When appropriate, provides referrals, recommends additional opinions, therapy and/or services
3. Does not provide personal therapy to participants in the facilitator's online group, except to model CI during the group sessions. Refers online group members to another CI Practitioner for personal therapy
4. Notifies authorities and/or mental health team when necessary when informed of child abuse, sexual abuse or suicidal ideation
5. Pursues ongoing professional and personal growth
6. Behaves in a manner that is beyond reproach
7. Refrains from endorsing any service or product for personal gain with course participants
8. Collaborates with other CI Facilitators in the care and well-being of course participants
9. Treats colleagues and management with dignity and respect
10. Completes appropriate attendance forms, practicum and certification assessment forms, and record-keeping for course participants
11. Maintains privacy and confidentiality with respect to course participants
12. Avoids public discussions or comments about participants, other facilitators, or management that could reasonably be seen as revealing confidential or identifying information, except as necessary for the facilitation team and management to be made aware of
13. Recognizes and discloses conflicts of interest that arise in the course of professional duties and activities, and resolves these in the best interest of the training and course participants

14. Refrains from being the facilitator for a participant where the facilitator's professional objectivity may be compromised
15. Follows through with commitments made to course participants, other facilitators and management team
16. Commits to the evolving process of compassionate and ethical thinking and to finding compassionate, ethical and fair solutions to challenging situations
17. Assumes responsibility for one's own emotional, mental, and physical health. Actively makes self-care a priority
18. Has a consistent personal practice of self-inquiry, self-reflection, contemplation and/or meditation
19. Takes responsibility for one's triggers and does not make it about the other person
20. Treats online participants equally, fairly, without favouritism, and examines any positive or negative bias towards any individual. Generates compassion and attention for each participant
21. Practices self-inquiry and/or seeks assistance with a peer for a CI session when any bias, trigger or issue interferes with one's judgement and/or performance with participants, and/or when a complaint is received or communicated
22. Recognizes and respects the diversity to be found among participants and upholds the value of freedom of expression
23. Recognizes and respects that diverse personalities, styles and professional training backgrounds contribute to positive learning and therapeutic opportunities for participants and to the growth of CI as a whole
24. Recognizes the value of constructive dissent to enhance professional development, emerging policies, and new perspectives that strengthen the practice and delivery of CI

### **Responsible Towards CI Policies, Management Team and Expectations**

1. Follows the policies, procedures and expectations outlined in the CI Facilitator Manual and CI Policies and Procedures Manual
2. Values punctuality and is on time and prepared for CI online meetings and sessions with clients
3. Communicates what is expected and required in one's role as a CI Facilitator
4. Demonstrates responsibility to participants by answering questions/emails and/or forwarding requests to the appropriate admin team member
5. Informs appropriate CI admin team member, of any issue that needs resolution, or about individuals who drop out or have special needs
6. Practices honesty in documenting hours for payroll

### **Responsible Communication**

1. Communicates respectfully to colleagues and management/admin team
2. Maintains confidentiality regarding matters discussed in Facilitator meetings and does not disclose sensitive information to course participants, clients, family members etc.
3. Maintains professional communication skills in email exchanges

### **Support for Colleagues – Other Online Facilitators**

1. Respects participants, colleagues, management and members of other disciplines and acknowledges their strengths; facilitates responsibly; works collaboratively; and inspires others to excellence
2. Shares best practices with other online facilitators
3. Supports other Facilitators e.g when they need a sub for a biweekly meeting and in regular peer CI sessions and when requested

### **Integrity**

1. Openly informs participants about options, limitations of professional services, fees, availability

2. Recognizes and strives to challenge any professional and personal bias
3. Consults peers and/or management on any ethical dilemmas

### **Responsible Citizenship**

1. Participates in one's community as a responsible citizen, mindful of one's role as a trusted professional
2. Consult on potential conflicts-of-interest and other personal-professional challenges

### **Responsible Research**

- Conducts only basic and applied research that potentially benefits society, and does so safely, ethically and with the informed consent of all participants