

Institute for the Advancement of AD/HD Coaching

I A A C

IAAC Code of Ethics

IAAC coaches are personal and professional coaches specializing in serving clients with attention deficit hyperactivity disorder (AD/HD*). Coaches working with AD/HD clients have additional demands. Therefore, IAAC coaches must agree to the requirements stated in the IAAC Core Competencies and Code of Ethical Conduct below in addition to agreeing to the Standards of Ethical Conduct required by their life coaching certifying organization, i.e. ICF, IAC, CTI, CoachU.

Part One: The IAAC Philosophy of Coaching

The IAAC believes in a philosophy that encourages the client to grow knowledge and self awareness and to self direct toward maximizing strengths to create personal success and life wellness. The IAAC believes that each client is unique and has the ability to actualize their potential.

The Institute for the Advancement of AD/HD Coaching also acknowledges AD/HD as a factor that impacts and influences the AD/HD coaching process.

Part Two: The IAAC Definition of AD/HD Coaching

AD/HD coaching is a designed partnership that combines coaching skills and knowledge of the neuro-biological condition known as Attention Deficit Hyperactivity Disorder. AD/HD coaches assist the client to develop, internalize and integrate his/her own tools, education and self-knowledge to direct and manage life and work challenges. Coaches collaboratively explore strengths, talents, tools and new learning to increase self-awareness and personal empowerment. Coach and client design strategies and actions and monitor progress by creating accountability in line with goals and aspirations.

Part Three: The IAAC Standards of Ethical Conduct

Professional Conduct At Large:

As a coach:

1. I will be conscientious about understanding and honoring the unique needs and learning styles of my clients.
2. I will remain abreast of current information, research and science regarding the ADHD and related subjects.*
3. As a trainer or supervisor of coaches, I will conduct myself in accordance with the IAAC Code of Ethics.
4. I will use IAAC member contact information (email addresses, telephone numbers, etc.) only in the manner and to the extent authorized by the IAAC.

Professional Conduct with the Client:

1. I will be clear about setting and adhering to appropriate professional boundaries with my clients.
2. I will not become sexually involved with my client, nor will I participate in any sexually inappropriate talk with the client, whether in person, by phone or email.
3. At the outset of the coaching relationship, I will propose a coaching agreement that will clearly outline the rights and responsibilities of and between my client and me and will include fee arrangements, confidentiality terms and other administrative details, as needed.
4. I will refer the client to other qualified coaches or professionals better suited to work with the client's particular issues if the client so requests and if it is in the client's best interest.
5. I will accurately disclose my qualifications, areas of expertise and experience as a coach in all advertising and personal representations to my client.
6. I will honestly represent what can reasonably be expected from the coaching relationship.
7. I will not exploit the coach-client relationship for personal, professional or monetary gain without the client's knowledge and consent
8. I will be cognizant of any signs that the client may not be receiving benefit from the coaching relationship and will articulate my concerns and any recommendations to the client.
9. I will protect confidential communications and the confidentiality of all sessions with the client by following all applicable laws.

Confidentiality/ Privacy

1. I will obtain written permission from my client prior to
 - a. using the client as a reference
 - b. discussing the case with anyone other than the client
2. If the client exhibits certain dangerous behavior, I will report to appropriate authorities and other interested parties in accordance with law. I will not resume the coaching relationship without approval from the client's psychiatrist and/or any other persons that the law requires.
3. I will advise my clients that client/coach communications are not legally privileged and that I may be lawfully compelled to testify as to such matters if ordered by a court.

Conflicts of Interest

1. I will safeguard IAAC ethical standards by reporting violations of this code of ethics together with serious infractions by anyone, including myself, of any applicable local, state, and federal laws to the IAAC Ethics Committee.
2. I will follow IAAC procedures in dealing with ethical violations.
3. In the event that I become aware of a situation which places any IAAC Certified Coach in a conflict of interest with a client or any other coach, I will report this matter to the IAAC Ethics Committee.

Part Four: IAAC Pledge of Ethics

As a professional coach I acknowledge and agree to honor my ethical obligations to my clients, colleagues and to the public at large, and to treat all people with dignity and respect. I further pledge to protect the identity and confidential communications of and with my clients and to model the ideals and principles of the IAAC Code of Ethics.

** The terms ADD,ADHD and AD/HD have the same meaning for the purposes of this document and are used interchangeably throughout.*