

ACI Statement of Ethics

This statement was signed by members of the organization as part of each Peer Review. More importantly, the statement was the guiding measurement document to review both the individual and the work practices presented.

“I ascribe to the highest professional ethics, and commit myself to supporting and acting in accordance with the following ethical guidelines.

I. Responsibility for Self and Self-Development

- A. Strive for self-knowledge and personal growth.
- B. Recognize my personal needs and desires and, especially when they conflict with professional
- C. Continuously develop my full range of professional competence.
- D. Contribute to the professional development of colleagues and the profession.
- E. Understand that we are fully human, do fail, and that our failure is an opportunity for growth.

II. Responsibility for ACI

- A. In formal peer consultation we will raise questionable ethical issues with each other, and support each other in finding solutions.
- B. Any member, candidate or guest would be encouraged to call a confidential panel of ACI members to discuss an ethical issue in their practice.
- C. Any member, candidate or guest who cannot resolve an ethical issue with another member or members of ACI is obliged to discuss a method of resolution with the Peer Review Chair or other member of the peer review committee.
- D. If we have an ethical issue with a client that could put another member of ACI at risk, we are obliged to bring that issue to the Peer Review Chair or other member of the peer review committee, and ask for a facilitated, confidential meeting. The at-risk member may or may not be included in that meeting.
- E. We have a mutual accountability to the higher good; it is unacceptable to violate the law, endanger people, or screen necessary, critical information to protect a client.
- F. We have an obligation to truth as we see it, and are compelled to take right action in ethical situations.
- G. The ethics document will be continuously reinforced, with a review at peer review (every four years), each two years at “Whither ACI” retreats, and in peer consultations.

III. Responsibility for Competence for Clients, Colleagues and the Consulting Profession

- A. Market and consult within my realm of expertise only; if the services requested fall outside that realm, I will bring in a colleague or have a shadow consultant, or make appropriate referrals.
- B. Define and protect the confidentiality of my client-professional relationships.
- C. Avoid conflicts of interest, or even the appearance of conflict of interest.
- D. Serve the short and long-term wellbeing, interests and development of the client, the organization, and all stakeholders.
- E. Conduct any activity, program and relationship in ways that are honest, responsible, and

appropriately open.

F. Contract a mutual agreement clearly covering services, relationships, and fair and equitable remuneration. This agreement may be formal or informal, written or verbal, but can be referenced without doubt on either the consultant or client's part. The agreement may include a review of this ethics document with the client, or elements of this document may be included in the written contract.

G. Deal with conflicts constructively.

H. Work actively for ethical practices by clients, colleagues, and organizations, and in the case of questionable practice, use appropriate channels to address it.

I. Accept responsibility for the consequences of my action and make reasonable efforts to ensure that my services are properly used.

J. Terminate my services if they are not properly used, and do what I can to see that any abuses are corrected.