



International Association of Trauma Recovery Coaching

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## ASSOCIATION CODE OF ETHICS

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All Trauma Recovery Coaches certified through the International Association of Trauma Recovery Coaching must ascribe to the following ethical standards.

### Scope of coaching practice:

- Trauma Recovery Coaches will not work with clients who are engaged in behavior that puts their physical safety at risk, such as: active alcohol and drug addiction, active and significant self-harming behavior, active suicidal ideation without having escalated care in place for their client.
- Trauma Recovery Coaches will not have sessions with clients who are under the influence of alcohol or drugs. Coaches must reschedule clients in that situation and address the drug or alcohol issue at a subsequent session.
- Trauma Recovery Coaches always provide trauma informed services.
- Trauma Recovery Coaches will not offer services to clients who require assistance with issues outside of the coach's scope of competence.
- Trauma Recovery Coaches will seek professional supervision from a qualified Supervisor when they encounter issues in their practice that they are not fully competent to handle or need resources on how to proceed with a client.
- Trauma Recovery Coaches will not diagnose, assess or treat mental health issues, nor do they give advice about the diagnoses a client has already received or receives during coaching.
- Trauma Recovery Coaches will not provide advice about psychotropic medication.
- Trauma Recovery Coaches will not work with minors, couples or families, unless they have training or experience outside of this program.

- Trauma does not exist in a vacuum. As Trauma Recovery Coaches we must always consider the context surrounding each client's trauma experiences. We seek to understand our client's experience by asking about factors that provide that context, such as culture, race, ethnicity, sexual orientation, and socioeconomic status. After we understand each client's unique experience we hold that context in the forefront of our work with them throughout the coaching relationship. We will also take into account the context of what the client may have inherited regarding these qualities from prior generations.

### *Exceptions Due to Previous, Concurrent or Subsequent Training*

*Trauma Recovery Coaches that have training outside of their Association certification may provide services that are compatible with their level of training. For example, coaches who have counseling or therapy degrees may provide therapeutic interventions.*

### Confidentiality:

- Trauma Recovery Coaches provide their services with complete confidentiality. Coaches do not disclose their work with any clients, client records or any client information to anyone unless a client is a danger to themselves or someone else, or they have written consent from their client or a court ordered subpoena.
- Trauma Recovery Coaches keep accurate, detailed records of their work with clients. They store those records in such a way that does not allow access to them by anyone other than the Coach themselves. This includes both written documents and online data.
- Trauma Recovery Coaches *voluntarily* serve as Mandatory Reporters. They ALWAYS report current and ongoing abuse to minors, the disabled and elders to the appropriate local agencies.

## Practice standards:

- Establishing a power differential in a coaching relationship is unethical. Trauma Recovery Coaches work with clients as peers and equals.
- Trauma Recovery Coaches treat their clients, as well as their client's time and money, with respect.
- Trauma Recovery Coaches will not discriminate against any race, gender, social class, gender identity or religious belief. Trauma Recovery Coaches respect their client's views, ideals and beliefs.
- Trauma Recovery Coaches set goals with their clients that reflect their client's needs and wishes, not those of the coach.
- Trauma Recovery Coaches do not allow clients who are significantly triggered and unsafe to leave sessions.
- Trauma Recovery Coaches set boundaries with their clients that facilitate the development of their relationship with their clients in sessions and adjunctive healing activities such as support groups. Boundaries are set that neither promote or accept interactions outside of coaching activities. Specifically, Trauma Recovery Coaches do not engage in romantic or sexual relationships or financial dealings with clients.
- Trauma Recovery Coaches will not refer their clients to services that they have not personally vetted.
- Trauma Recovery Coaches will not abandon their clients in any manner. If they must stop their coaching practice or release any clients they must do so with an explanation and a referral to other coaching providers.
- Trauma Recovery Coaches keep up-to-date with research and methodology in the field of trauma, trauma recovery and intervention.
- Trauma Recovery Coaches will not conduct sessions while impaired by drugs or alcohol themselves.
- Trauma Recovery Coaches will not use another person's intellectual property without giving/seeking appropriate credit and reference for it.
- Trauma Recovery Coaches will have a clearly stated refund policy that is provided to every client who pays a fee – regardless of the type of service they purchase. For example, it could be 1-to-1 coaching, group coaching, a webinar or an online learning course.

- Trauma Recovery Coaches set the safety of their clients as their highest priority – both in direct work with clients and when creating any materials for clients to consume (such as curriculum or video content). Safety Risk Assessments are MANDATED to be completed at the beginning of any coaching relationship regardless of the format of delivery of services such as one-to-one, group or weekend retreat coaching.
- Trauma Recovery Coaches shall notify all of their clients about the Association’s Professional Standards Committee grievance policies and will not block any client’s efforts to file a grievance with the Committee.
- It is the responsibility of each Association Coach to keep their credentials up to date. If any coach allows their certification to lapse, they shall have a six-month period of time to renew their certification. If that timeframe lapses, they must obtain six hours of one-to-one Supervision with an Association employed Supervisor, at their personal expense, in order to review their suitability to renew their credential.

### The Intersection of Professional and Personal Standards

Coaches will conduct themselves at all times in accord with their professional status and in such a way as neither undermines public confidence in the process or profession of coaching, nor brings it into disrepute, being aware of professional and personal boundaries.

Coaches will not publicly criticize, malign or professionally obstruct another member of the profession, unless there is an issue of public protection and concern which should be addressed through a report to the Professional Standards Committee.

Coaches will be aware of their personal beliefs and biases, including how they can show up uninvited in work with clients. In knowing these things, the coach will not bring personal beliefs and biases into their professional work with clients, holding their beliefs as superior or necessary for the client to also hold.

If a credentialed coach is charged with a crime involving alcohol or drugs, and/or a crime against persons they must report that charge to the Professional Standards Committee, [Grievance@IAOTRC.com](mailto:Grievance@IAOTRC.com), within 10 days. The Committee will meet

and decide on a course of action, if one is necessary. The coach will have an opportunity to discuss the charges with the committee.

Possible courses of action are a temporary suspension of a credential or deciding to withhold action until the charges are resolved. If the charges are upheld the coach may have their credential temporarily or permanently revoked, depending upon nature and severity of the crime.

If a coach does not report charges and the Professional Standards Committee becomes aware of them, the coach risks an immediate suspension of their credential and further penalties depending on the nature and severity of the crime.

### Failure to Cooperate

Members are asked to cooperate with the Professional Standards Committees complaints process, to provide the Committee with evidence requested as part of a complaints process, and to attend and cooperate with complaints hearings when necessary. If Coaches choose not to cooperate, the Committee will process any complaints without the coaches' input.

### Consequences of a Breach of Ethics

Should a Certified Trauma Recovery Coach violate these Ethical Standards they are in danger of having their certification revoked temporarily or permanently. If a peer or client wishes to report an ethical violation, they may do so by contacting the chairperson of the Association's Professional Standard's Committee, at [Grievance@iaotrc.com](mailto:Grievance@iaotrc.com).