



ASSOCIATED CONSULTANTS INTERNATIONAL STATEMENT OF ETHICS

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 responsibilities, seek the best resolution of the conflict, including turning the work over to an equally competent colleague.
- 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 4 years), each two years at "Whither ACI", 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 well-being, 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.
- K. We will not misrepresent what I know to be otherwise to the client business, including shareholders

IV. Responsibility for People and Planet

- A. Establish collegial and cooperative relations with other professionals; have exemplary partnerships, paying particular attention to external/internal relationships.
- B. Practice in cultures different from my own only with consultation from people native to or experientially knowledgeable about those specific cultures.
- C. Practice awareness of my cultural filters, which affect my view of the world, respect cultures different from my own, and be sensitive to cross-cultural and multi-cultural differences, similarities and their implications.
- D. Promote justice. Ask: what can I do in this situation to help others to help others.
- E. Serve the well-being of all life on Earth.

I recognize that accepting this Statement of Ethics as a guide for my behavior involves holding myself to a more exacting standard than the laws of the countries in which I practice, the guidelines of any professional associations to which I belong, or the expectations of any of my clients.

Signature Line

Name

Date

Revised February 2010