**Lesson 4: Standard IV: Duties to Employers**

## Standard IV(A) Loyalty

**You have to be loyal until you leave**

Can’t take client list, but can contact after leaving

**Don’t take employers property or record even if you created it (even if intern, unpaid etc) without consent.**

**You can make preparations to leave on your own time, but you cannot deny your skills or services while still there.**

**You must not compete with your employer without consent. (Current employer only)**

**Ex ante (contingent on something): Don’t accept gifts or additional compensation without first securing your employers permission ( written consent)**

**Ex post: written disclosure only – written consent is not required**

**Quid for Quo – you scratch my back and I’ll scratch yours – direct and indirect (monetary) compensation**

## Standard IV(C) Responsibilities of Supervisors

**Make reasonable efforts to detect and prevent violations of laws and C&S**

**If violation occurred, you need to corroborate, take immediate steps**