



## Satvatove Values, Principles and Codes

These values, principles, and codes set forth standards by which Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators may be held accountable, by clients, students, colleagues, and any member of society.

Values- Service, Integrity, Excellence, Dignity and inherent worth of every person, Accountability, Commitment, Human relationships, Personal Growth, Spiritual essence of all living beings, Self-determination.

- 1) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators behave in a trustworthy manner. They conduct themselves in a manner consistent with Satvatove's values.
- 2) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators continually develop and enhance their expertise. They strive to increase their knowledge and skills and to apply them in their service to others. Additionally, Satvatove coaches and facilitators endeavor to contribute to the knowledge-base of the Satvatove mission.
- 3) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators honor clients and seminar participants in their life and work. S/he believes that every client is creative, resourceful and whole. Coaches, coach trainees, staff, facilitator trainees and facilitators take responsibility to encourage client/student self-discovery, client/student-generated solutions and strategies, and client/student responsibility and accountability. Facilitators and coaches believe that the client or student has the capacity to handle his or her situation at a high level of effectiveness, and that a stance of personal responsibility is valuable to facilitate this. Coaches, coach trainees, staff, facilitator trainees and facilitators support and challenge clients and students to examine the possible limitations of their world view and self view, thereby enabling students and clients to grow and manifest their full potential.
- 4) Coaches, coach trainees, staff, facilitator trainees and facilitators represent themselves as qualified only within the framework of their education, training, certification or other relevant experience. Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators should provide services and use techniques or approaches only after engaging in appropriate study, training and supervision. For example, a seminar facilitator will only conduct processes for which he or she has received appropriate training and is properly qualified.
- 5) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators should be aware of potential conflicts of interest that may interfere with the exercise of professional discretion and the delivery of quality services. Coaches, coach trainees, staff, facilitator trainees and facilitators should not take unfair advantage of any professional relationship to exploit others. For example, a seminar staff member will not attempt to engage a participant in business interactions during or within a reasonable time period after the seminar.
- 6) Satvatove staff, coaches, coach trainees, facilitator trainees, and facilitators do not inappropriately use their connection with Satvatove Institute, whether it be in the capacity of course staff member, coach trainee, or any other capacity, to solicit persons involved with Satvatove Institute for personal services where the person proposing the relationship will receive reimbursement from the other party. This means, for example, that a seminar staff member, without appropriate communication and coordination with the facilitator(s) and other members of staff, will not approach a participant or another staff member to obtain a coaching client.

Initial here \_\_\_\_\_

- 7) Satvatove staff, coaches, coach trainees, facilitator trainees, and facilitators do not become involved in romantic or sexual relationships with participants during the days of the seminar or within a reasonable time period after the seminar.
- 8) Satvatove Institute representatives should not solicit private information from clients unless it is necessary to do so in order to perform their functions as coaches, coach trainees, staff, facilitator trainees or facilitators.
- 9) Persons representing Satvatove should protect the confidentiality of information obtained in the course of coaching, staffing or conducting seminars. Confidentiality must be applied in the context of a commitment to prevent serious, foreseeable and imminent harm to a client, student, or other person. Satvatove representatives should use their discretion to balance these principles in practical application. Representatives of Satvatove realize the importance of confidentiality as a vital professional ethic, and they are committed to honor this ethic with rigorous adherence.
- 10) Representatives of Satvatove who engage in appropriate physical contact with clients or students are responsible for setting clear, appropriate and sensitive boundaries that govern such physical contact.
- 11) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators should treat colleagues with respect and should accurately represent the qualifications and views of colleagues. For example, a seminar facilitator or staff member will respect and honor another member of staff even if s/he possesses different political views.
- 12) Satvatove representatives should take reasonable steps to ensure that documentation of services is accurate and reflects in a balanced way the services provided. This means, for instance, that brochures promoting Satvatove seminars only describe that which will be presented and addressed in the seminar, and that the notes written after a coaching session accurately report the content and substance of the session.
- 13) Satvatove coaches, coach trainees, staff, facilitator trainees and facilitators should ensure that their private conduct does not interfere with their ability to fulfill their professional responsibilities.
- 14) Those who represent Satvatove respect the creative and written work of others and they do not misrepresent such work as their own. This means, for example, that a coach trainee who, in a written assignment, quotes or cites an author, will appropriately reference the source.
- 15) Certified Satvatove Coaches, Certified Satvatove Seminar Facilitators, coach-trainees, facilitator-trainees and seminar staff members acknowledge and understand their ethical responsibilities to clients, colleagues, and to the public-at-large. They understand that others expect them to comply with and model the values and principles described herein.

Persons who are dissatisfied with the conduct of a Satvatove representative may complete and submit to Satvatove a Conduct Review Request. This request will be handled by the Satvatove Conduct Review Process.

I, \_\_\_\_\_ have read and understood the values, principles and codes of Satvatove Institute as outlined in this document. I commit myself to abide by these values, codes and principles. I understand that, by serving as a staff member in Satvatove seminars, I am taking responsibility to uphold and maintain these standards throughout the course of the training as well as outside of the training period.

---

Date

---

Place

---

Signature