



EMPOWERHOUSE

Integrative Coaching Code of Ethics

2025

INTRODUCTION

At EMPOWERHOUSE, we believe in a holistic and integrative coaching approach that honors each client's unique journey. Our mission is to inspire personal growth, professional development, and whole-person well-being. This Code of Ethics defines the standards of behavior we expect from every EMPOWERHOUSE coach and serves as a guide for creating safe, respectful, and transformative client relationships.

KEY DEFINITIONS

- Client: The individual (or team/group) receiving coaching services.
- Coach: The professional providing coaching through EMPOWERHOUSE.
- Sponsor: The entity (or individual) arranging or paying for coaching services (e.g., an organization).
- Coaching Relationship: The formal, agreed-upon partnership between coach and client (and sponsor, if applicable) that outlines responsibilities, expectations, and objectives.
- Confidentiality: The protection of all information shared in the coaching engagement, subject to legal and ethical exceptions.
- Conflict of Interest: Any situation where competing interests (financial, personal, or otherwise) may impair the coach's objectivity or loyalty.

CORE VALUES

At EMPOWERHOUSE, we believe in serving the whole person. Our integrative methodology fosters resilience by addressing the physical, mental, emotional, and spiritual dimensions of every individual. These five core values—Curiosity, Bravery, Authenticity, Respect, and Integrity—are the foundation of our ethical practice and guide how we nurture holistic well-being.

Curiosity - We remain open-minded, question assumptions, and actively seek fresh perspectives in every coaching session, promoting deeper insights for meaningful growth.

Bravery - We choose courage over comfort by acknowledging fears while moving forward, and model this for clients, knowing transformative growth often emerges outside familiar boundaries.

Authenticity - We show up fully and honestly as a true self, fostering a space where both coach and client can share openly and cultivate genuine, long-lasting change.

Respect - We honor each client's dignity and autonomy through active listening, clear boundaries, and a supportive environment, ensuring everyone feels seen, heard, and valued.

Integrity - We act ethically, honestly, and transparently in all coaching relationships.

ETHICAL STANDARDS

Responsibility to Clients

- **Clarity of Service:** Before the first session, explain the nature, purpose, and potential benefits of coaching, as well as confidentiality terms, fees, and any logistical details.
- **Coaching Agreements:** Establish a clear written or verbal contract that outlines each party's roles, responsibilities, and rights.
- **Confidentiality:** Maintain the strictest confidentiality of all client information unless release is required by law or imminent risk of harm.
- **Respect & Boundaries:** Recognize and address any power imbalances. Maintain professional boundaries, refraining from any relationship or conduct that could exploit or harm the client.
- **Referrals & Terminations:** Stay alert to changes in the client's needs or possible mental health concerns. Refer the client to other professionals or end the coaching relationship if it's in the client's best interest.

Responsibility to Practice & Performance

- **Professional Competence:** Pursue continual learning and self-reflection to enhance coaching skills, cultural competency, and ethical decision-making.
- **Conflict of Interest:** Disclose any potential conflicts promptly and address them transparently. If necessary, end the coaching relationship to uphold objectivity.
- **Personal Well-Being:** Monitor personal and professional circumstances (e.g., stress, health) that could impair

coaching services, and seek support or take a break as needed.

Responsibility to Professionalism

- **Honest Representation:** Accurately represent coaching qualifications, credentials, and experience. Do not make false or misleading claims about results.
- **Respect for the Profession:** Promote awareness of ethical coaching practices among clients, colleagues, and the broader community.
- **Intellectual Property:** Honor and properly attribute the work, research, and materials of others.

Responsibility to Society

- **Inclusivity & Non-Discrimination:** Serve all clients equally, respecting differences in race, ethnicity, gender, sexual orientation, religion, age, disability, and any other protected category.
- **Positive Social Impact:** Seek opportunities to contribute to the well-being of communities and society, aiming to “do good” rather than simply avoiding harm.

THE EMPOWERHOUSE ETHICAL PLEDGE

By serving as an EMPOWERHOUSE Coach, I commit to upholding this Code of Ethics. I promise to protect the integrity of coaching, to act in the best interests of my clients, and to champion a culture of ethics, empathy, and empowerment in all coaching engagements.