

Those who engage in Independent Facilitation shall demonstrate ethical conduct in the following ways:

- **Act in an ethical manner with integrity, competence, diligence, and respect** with people they serve, family members and/or loved ones, community members, and other colleagues within the social service field.
- **Act in accordance with the values, philosophy, and principles of Independent Facilitation**, as outlined in [OIFN's Scope of Practice of Independent Facilitation](#).
- **Respect the right to privacy and confidentiality** of people and families and/or loved ones in all they do, including all professionally acquired information, and disclose such information only when properly authorized or when legally obligated to do so.
- **Place the integrity and the interests of people they serve above their own personal interests** and not exploit the relationship with the person and family and/or loved ones for personal benefit, gain, or gratification.
- **Use reasonable care and judgment** to achieve and maintain independence and objectivity in engaging in all aspects of practice. Report any abuse or neglect or suspicion thereof.
- **Demonstrate a commitment to lifelong, collaborative learning and participate in self-development and reflective practice.** Maintain a reasonable level of awareness of leading-edge practices in their field of activity and undertake ongoing efforts to maintain competence through formal and informal learning and mentoring and through active participation in a [Community of Practice](#).
- **Develop and maintain appropriate documentation** relating to their practice that is clear and understandable for the purpose of accountability.
- **Disclose conflicts** and make full and fair disclosure of all matters that could reasonably be expected to impair their independence and objectivity or interfere with their respective duties to people and families and/or loved ones they serve.
- **Review costs** and ensure that any costs associated with any fee for service or other fee structures are discussed prior to entering into the work.
- **Review the values and principles** of Independent Facilitation with people and families and/or loved ones they serve prior to being formally engaged in the role.
- **Measure one's own achievement** by the progress made by people and families and/or loved ones served and carry out ongoing evaluation of efforts to date.
- **Work within an ethic of "do no harm,"** in order to ensure that people and families and/or loved ones they serve are not made more vulnerable through entering into the relationship. Facilitators need to acknowledge that their attitude, dedication, self-discipline, ideals, training, and conduct determines the level of trust invested in them by people and families and/or loved ones.