



ETHICAL CHARTER

ICA COMPETENCY NO. 1
INTERNATIONAL COACHING ALLIANCE
VERSION 21.2+



DEFINITION OF THE COMPETENCY

The coach understands and consistently applies professional ethics and relevant coaching standards in all interactions, decisions, and relationships within the coaching context.

PURPOSE OF THE CHARTER

This document serves as the ethical foundation of Competency No. 1 and outlines the core ethical principles that all coaches accredited or trained under the International Coaching Alliance are expected to uphold.

ICA ETHICAL PRINCIPLES

1. Integrity

The coach acts with honesty, transparency, and accountability in all professional interactions. Personal and professional consistency is essential to building and maintaining trust within the coaching relationship.

2. Confidentiality

The coach is committed to maintaining full confidentiality regarding information shared during the coaching process, except in cases where ethical or legal disclosure is required.

3. Non-Exploitation

The coach does not use the coaching relationship for personal, financial, or professional gain. Any form of manipulation or undue influence is strictly prohibited.

4. Respect for the Client

The coach acknowledges and honors the uniqueness, autonomy, and dignity of every client. All actions must be free from bias, discrimination, or dominance.

5. Personal Responsibility

The coach takes full responsibility for their own decisions, actions, ethical position, and their consequences. Ongoing self-reflection and ethical awareness are key to professional maturity.

6. Clarity of Professional Boundaries

The coach must distinguish coaching from related professions—such as therapy, consulting, or mentoring—and clearly communicate the nature and limitations of the coaching relationship to the client.

7. Global Ethical Responsibility

The coach remains aware of the cultural, social, and systemic context in which they work, adheres to internationally recognized ethical norms, and contributes to the development of an ethical culture within the coaching profession.



COACH'S DECLARATION

By signing this Charter, the coach affirms:

- Awareness and understanding of all principles set forth in this document
- Commitment to consistently uphold these principles in professional practice
- Recognition of personal responsibility for any breach of ICA ethical standards

Note:

This document is a required component of the accreditation process under the International Coaching Alliance. The coach's signature confirms conscious acceptance of the ethical obligations defined in Competency No. 1 and serves as part of their personal professional file. Accreditation cannot be granted without a signed Ethical Charter.

Date: _____

Coach's Full Name: _____

Signature: _____

ICA Accreditation ID (if applicable): _____
