



## Code of Ethics

The purpose in developing an international ODC Code of Ethics is four-fold: 1) to increase professional and ethical consciousness among ODC professionals and their sense of ethical responsibility; 2) to guide ODC professionals in making more informed ethical choices; 3) to encourage sustainable actions for communities and the environment; 4) to help the ODC profession function at the fullness of its potential.

ODC concepts and methods should be adapted to fit the values, needs, and expectations of culturally diverse clients from around the global community. ODC consultants should use culturally relative concepts and methods recognizing that people, organizations, and communities are currently the result of historical and cultural change; they should not be judged by someone else's expectations and standards. ODC consultants should work with culturally diverse clients to support them in finding solutions to their issues and problems via their ideas and ways to solve those issues and problems.

In order for ODC to exist as a profession, a substantial consensus is necessary among the members of the profession about what we profess - particularly the values and ethics of ODC consultants. This statement represents a step toward such a consensus.

### Values of ODC Professionals

As an ODC professional, I acknowledge the fundamental importance of the following values both for myself and my profession:

1. **Quality of Life** — people being satisfied with their whole life experience.
2. **Health, Human Potential, Growth and Excellence** — people being healthy, aware of the fullness of their potential, recognizing their power to bring that potential into being, growing into it, living it, and, generally, doing the best they can with it, individually and collectively.
3. **Dignity, Integrity, Worth** for individuals, organizations, communities, societies, and other human systems.
4. **All-win Attitudes and Cooperation** — people caring about one another and working together to achieve results that work for everyone, individually and collectively.
5. **Authenticity and Openness** in relationships.
6. **Cultural Relativity** recognizing that culture is an important influence on ODC models and methods, as well as the socio-cultural context in which organizational problems and issues requires solutions from ODC practitioners.



### **Ethical Guidelines for O.D.C. Professionals**

As an O.D.C. professional, I commit myself to supporting and acting in accordance with the following ethical guidelines:

#### **I. Responsibility to Self**

- A. Act with integrity; be authentic and true to myself.
- B. Strive continually for self-knowledge and personal growth.
- C. Recognize my personal needs and desires and, when they conflict with other responsibilities, seek mutually beneficial resolutions of those conflicts.
- D. Assert my own economic and financial interests in ways that are fair and equitable to me as well as to my clients and their stakeholders.

#### **II. Responsibility for Professional Development and Competence**

- A. Accept responsibility for the consequences of my acts and make reasonable efforts to ensure that my services are properly used, terminate my services if they are not properly used, and do what I can to see that any abuses are corrected.
- B. Strive to achieve and maintain a professional level of competence for myself and the ODC profession by developing the full range of my competence and by establishing collegial and cooperative relations with other O.D. C. professionals.
- C. Recognize my personal needs and desires and deal with them responsibly in the performance of my professional roles.
- D. Practice within the limits of my competence, culture, and experience in providing services and using appropriate ODC techniques.
- E. Practice in cultures different from my own only with consultation from people native to or knowledgeable about those specific cultures.

#### **III. Responsibility to Clients and Significant Others**

- A. Serve the long-term well-being, interests, and development of the client system and all its stakeholders, even when the work being done has a short-term focus.
- B. Conduct any professional activity, program or relationship in ways that are honest, responsible, and appropriately open.
- C. Establish mutual agreement on a contract covering services and remuneration.
- D. Deal with conflicts constructively and acknowledge and avoid conflicts of interest whenever possible.
- E. Define and protect the confidentiality of my client-professional relationships.
- F. Make public statements of my capabilities accurately, including promotion and advertising, and give service as advertised.



#### **IV. Responsibility to the Profession**

- A. Contribute to continuing professional development for myself, other practitioners, and the profession.
- B. Promote the sharing of O.D. C. knowledge and skills.
- C. Work with other O.D.C. professionals in ways that exemplify what our profession says we stand for.
- D. Work actively for ethical practice by individuals and organizations engaged in O.D. C. activities and, in case of questionable practices, use appropriate channels for dealing with it.
- E. Act in ways that bring credit to the O.D.C. profession and with due regard for colleagues in other professions.

#### **V. Social Responsibility**

- A. Act with sensitivity to the fact that my recommendations and actions may alter the lives and well-being of people within my client systems and the larger systems of which they are subsystems
- B. Act with awareness of the cultural filters which affect my view of the world, respect cultures different from my own, and be sensitive to cross-cultural and multicultural differences and their implications.
- C. Serve the well-being of all life on Earth.
- D. Recognize that accepting this Statement as a guide for my behavior involves holding myself to a standard that may be more exacting than the laws of any country or all countries in which I practice, the guidelines of any professional associations to which I belong, or the expectations of any of my clients.

*Note: This set of Ethical Guidelines and Statement of Values was begun in December, 1991, and is now in its 23<sup>rd</sup> revision, Feb. 22, 2014.*