

Code of Conduct for Events and Activities Organized by IFS Institute, Inc.

Definition:

"Members" of IFS Institute's events and activities: Anyone who participates in, observes, teaches, or otherwise attends IFS Institute-organized training programs, conferences, webinars, teleconferences, workshops, online communities, or other functions.

IFS Institute requires that Members of its events and activities create and maintain a harassment-free event environment, regardless of gender, gender identity, gender expression, sexual orientation, ability, physical appearance, body size, race, age, religion, or nationality. Harassment includes, but is not limited to:

- Aggressive or hostile verbal comments and other behavior that reinforces social structures of domination related to gender, gender identity, gender expression, sexual orientation, ability, physical appearance, body size, race, age, religion, nationality
- Displaying or allowing to be displayed sexual images in public spaces
- Deliberate intimidation or stalking
- Unwanted or uninvited photography or recording
- Sustained disruption of IFS Institute events or activities
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for or encouraging any of the above behavior

We expect Members of each event or activity organized by IFS Institute to abide by this Code of Conduct. IFS Institute reserves the right to pursue appropriate legal remedies or removal from IFS Institute events for any failure to abide by this Code of Conduct.

Training Program Purpose and Confidentiality

While IFS training programs contain experiential components, training programs are not psychotherapy sessions. All program components, including those that are experiential in nature, are for the purpose of teaching people to use the IFS model. Therefore, the interactions and information shared by Members are **not** privileged communications as they might be during actual therapy sessions. IFS Institute invokes training member confidentiality as long as disclosures of information at training programs (1) do not compromise anyone's safety, health or well-being, and/or (2) do not compel that the disclosed information be reported to appropriate law enforcement or regulatory authorities. The various professional and licensing organizations, as well as states, provinces, and other governmental jurisdictions, may have different policies regarding confidentiality for counselors, therapists, and other professionals; Members are responsible for knowing their particular and applicable governing

policies, and for adhering to their professional standards for confidentiality if they are more stringent than IFS Institute's requirements.

Reporting a Code of Conduct Violation

To report a violation of this Code of Conduct, please follow the procedures in the Grievance Policy at IFS-Institute.com FAQ page.

Online Community Purpose

Our online community platforms, including but not limited to Facebook Groups, provide forums for shared experiences using the IFS model. In addition to the Code of Conduct, we have the following participation guidelines:

- Promotional posts: We will provide prompts to allow you to comment with any offers, products, or services you have available to the community. Please refrain from individual posts advertising for personal gain.
- Clinical consultation: No one may post information that could potentially breach client confidentiality.
- Medical disclaimer: Online communities are not substitutes for clinical diagnosis or treatment, nor is the information provided intended to replace consultation with a qualified health-care provider. If you're in crisis, please contact your local emergency services.

Please note the opinions and content on community group pages do not represent IFS Institute, nor do they necessarily represent the IFS model.

If you have any questions about online community issues, please contact Sara Oberg. Contact information is at www.ifs-institute.com