



CERTIFICATION BOARD FOR EQUINE INTERACTION PROFESSIONALS

CERTIFICATION HANDBOOK FOR CANDIDATES

MENTAL HEALTH (MH) AND EDUCATION/LEARNING(ED)

Testing Period for MH Candidates

Application Deadline: September 30

Testing Date: November 30

Testing Period for ED Candidates

Application Deadline: March 30, June 30, September 30

Testing Dates: Advised on Application to Test

Portfolio Process (See Section 19)

ATTENTION CANDIDATES

This handbook contains necessary information about the Certification Examination for Equine Interaction Professionals. It is required reading for those applying for the Examination. All individuals applying for this examination must comply with the policies, procedures, and deadlines in this Handbook and attest to this by signing the Candidate Attestation found on the online application. Please retain this handbook for future reference. This handbook is subject to change.



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1. PURPOSE OF CERTIFICATION

The Certification Board for Equine Interaction Professionals promotes voluntary, independent certification, by examination and verification of professional experience for those who incorporate equines into their mental health or education practice. Certification focuses specifically on the individual and is one indication of current competence in the specialized field of equine interaction services. Certification of equine mental health and education professionals provides formal recognition of basic knowledge in this field.

Certification provides a benchmark of sufficient knowledge, documented by the passing of a comprehensive examination by an independent certifying organization, and demonstrates mastery in the specialized field of equine interaction practice.

Certification identifies equine interaction professionals to potential clients, insurers, discipline specific professional boards, referring agencies, and the general public as signifying professionalism, specialized training, and knowledge in the field of equine interaction.

2. REASONS FOR CERTIFICATION

- To provide documented evidence of examination by an independent professional certifying organization and proof of being found to possess sufficient knowledge about the specialized field of equine interaction services in mental health or education.
- To establish a benchmark of knowledge required for certification of professionals who provide equine interaction services in mental health or education.
- To provide reinforcement for continued personal and professional growth in the field.
- To provide a resource for members of the public to easily access highly qualified equine interaction service providers.
- To provide required documentation to insurance underwriters to obtain commercial equine liability insurance, which is required in all but two states in the USA.



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- To provide direction and focus for new professionals in the field seeking to increase their levels of knowledge and skill.
- To promote safe practice by ensuring that certified providers possess minimum education and knowledge, and that they participate in required continuing education.
- To increase the integrity of the field of equine interaction services in mental health and education.

3. ELIGIBILITY REQUIREMENTS

Eligibility for Certified Equine Interaction Professional in Mental Health

Candidates may apply for the [Certified Equine Interaction Professional in Mental Health \(CEIP-MH\)](#) credential if they:

- are licensed to practice psychotherapy legally and independently (master's degree or higher needed) in the state, province or within the country wide requirements where they provide services.
- have a minimum of three (3) years of professional service or full-time equivalent experience in the field of mental health services.
- have at least 300 hours of documented delivery of mental health services incorporating horses
- have at least 120 hours total of documented education and training in the following categories:
 - a. Direct facilitation training in equine interaction work (40 hours minimum)
 - b. Attendance at equine interaction conference, workshop, or method training (40 hours minimum)
 - c. Formal training in equine behavior/horsemanship (40 hours minimum)

Submit:

- Resume or Curriculum Vitae
- Copy of current license
- Evidence of attendance for each training event
- CEIP-MH Application form
- Certification fee (due with application)



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Eligibility for Certified Equine Interaction Professional in Education

Candidates may apply for the [Certified Equine Interaction Professional in Education \(CEIP-ED\)](#) credential if they:

- hold a bachelor's degree (or higher degree)
- pathway for those not holding a bachelor's degree: Instead of a bachelor's degree, a minimum of a high school diploma or equivalent evidence of completion of secondary education and a minimum of five (5) years of professional service or full-time equivalent experience in the field of human education or coaching is required
- have three (3) years of professional service or full-time equivalent experience in the field of human education or coaching.
- have at least 1000 hours of documented delivery of education/coaching with equine interactions
- have at least 120 hours total of documented education and training in the following categories:
 - a. direct facilitation training in equine interaction for (40 hours minimum)
 - b. attendance at equine interaction conference, workshop, or method training (40 hours minimum)
 - c. formal training in equine behavior/horsemanship (40 hours minimum)

Submit:

- Resume or Curriculum Vitae
- Copy of bachelor's degree
- OR instead of a BA, high school diploma (or equivalent as described above) and proof of professional service (5 years) in field of human education/coaching.
- Evidence of attendance for each training event
- CEIP-ED Application form
- Certification fee (due with application)

4. COMPLETING THE APPLICATION

Complete or fill in as appropriate ALL the information requested on the online application form. Mark only one response unless otherwise indicated. All documentation MUST be uploaded and submitted with the application.



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NOTE: The name you enter on your application must match exactly the name listed on your current government issued photo ID such as driver's license or passport. Do not use nicknames or abbreviations.

Candidate information: starting at the top of the application, complete your demographics including your name, address, phone number, e-mail address, employer, and current medical/clinical license.

Eligibility and background information: all questions must be answered. Mark only one response unless otherwise indicated.

Optional information: these questions are optional. The information requested is to assist in complying with equal opportunity guidelines and will be used only in statistical summaries. Such information will in no way affect your test results.

Candidate signature: when you have completed all the required information, sign, and date the application in the space provided.

When completing the application online be prepared to upload ALL the supporting documentation. Send the supporting documents and application by the deadline shown on the website: <https://cbeip.org/resources/>

You may pay the application fee through the online application or through the <https://cbeip.org/shop/>. All fees are listed on the website and in [Section 8](#) of this handbook.

5. ATTAINMENT OF CERTIFICATION

Candidates who meet the application criteria and pass the exam will be granted status as a Certified Equine Interaction Professional - Mental Health (MH), or Certified Equine Interaction Professional - Education (ED). They are eligible to use the registered designation "CEIP-MH", or "CEIP-ED" after their names and will receive proof of certification from the CBEIP. A registry of all CEIPs will be maintained by the CBEIP and certificates may be referenced in its publications.

Certification as a CEIP is in effect for a period of three (3) years at which time the candidate shall either meet the current continuing education requirements or retake and pass the current examination.



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6. RECERTIFICATION

To maintain the Certified Equine Interaction Professional designation, mental health and education professionals are required to recertify every three years, on or before December 31st of the third year.

It is the responsibility of each certificant to recertify every three years after initial certification. CBEIP will send recertification reminders to candidates six months prior to the deadline. It is the responsibility of the certificant to provide CBEIP with current contact information. Please send all updated contact information to our Board of Directors (BOD) by emailing info@cbeip.org.

If you are beginning your recertification application late, or are concerned you might be late, contact the Certification Board for Equine Interaction Professionals by email at info@cbeip.org. Please note that if certification has already lapsed you may become certified again by completing the full certification process.

The Certification Board for Equine Interaction Professionals recognizes that extraordinary circumstances may result in a CEIP's inability to complete the recertification requirements within the designated time period. At such time, the CEIP must submit a written request (by email) for an extension stating the nature of their circumstances. Such requests will be reviewed on a case-by-case basis and the CEIP will be notified of the decision within 30 days of receipt of their request.

Methods for Recertification

There are two methods for recertification:

- 1) Through continuing education
- 2) Through examination

1. Recertification Through Continuing Education

To recertify through continuing education, you must accumulate 30 continuing education units (CEUs) during your certification period. One continuing education unit equals one hour of completed education. Your certification period is the three-year period beginning on the date of certification. Please note: CEUs in excess 30 will not be carried over into a new certification period.

CEUs must be completed in the following categories:

- Receiving direct facilitation training in equine interaction work (10 CEUs minimum)
- Attending or presenting at an equine interaction conference, workshop, or method training (10 CEUs minimum)
- Receiving formal training in equine behavior/horsemanship (10 CEUs minimum).



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Documentation of CEUs must include verification of attendance.

Submit:

- [CEIP Recertification Application form](#)
- Signed CBEIP Code of Ethics
- Evidence of attendance for each CE event
- Certification fee: \$150 USD

The CBEIP does not endorse any specific instructor, school, or commercial entities, nor does it make any representation, warranty, or guarantee as to any participant's satisfaction with any of the included events. CBEIP expressly disclaims liability for damages of any kind arising from participation.

2. Recertification Through Examination (MH) or Portfolio/Exam (ED)

To recertify by re-examination, submit the application packet, pay all fees and arrange to take the exam when receiving your Notice of Eligibility for Examination (as if it is the first time you are seeking certification).

7. REVOCATION OF CERTIFICATION

Certification will be revoked for any of the following reasons:

1. Falsification of information in an application.
2. Breach of ethical standards of professional practice.
3. Misrepresentation of certification status.

If an individual wishes to challenge revocation of board certification they may do so by addressing the CBEIP Appeals Committee in writing.

8. FEES

EXAMINATION FEES MH Candidates

Examination Fee	us \$325.00	non-refundable non-transferable Includes testing fees
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Rescheduling Fee 29-5 days prior to scheduled appointment; see Page 10- 11.	US \$50.00	• Applies to candidates who need to move their appointment within their current testing period
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Payment

Fee for initial MH/ED certification: \$325.00 USD

Recertification fee if choosing recertification through MH/ED examination: \$325.00 USD

Recertification fee if choosing recertification through continuing education: \$150.00 USD

Pay the appropriate fee online at <https://cbeip.org/shop/org>

9. EXAMINATION ADMINISTRATION AND SCHEDULING

The Certification Examination for Equine Interaction Professionals is currently administered during the scheduled dates listed on page 1 of this handbook.

10. SCHEDULING YOUR EXAMINATION APPOINTMENT

Eleven weeks prior to the first day of the testing period, you will be emailed a Scheduling Authorization. Please ensure you enter your correct email address on the application and add the testing domain to your email safe list. If you do not receive a Scheduling Authorization at least six weeks before the beginning of the testing period, contact the Board. The Scheduling Authorization will indicate how to schedule your examination appointment as well as the dates during which testing is available.

11. RESCHEDULING EXAMINATIONS APPOINTMENTS WITHIN A TESTING PERIOD

Candidates are able to reschedule their examination appointments within the same testing period if the request is submitted within the time frame described in the following table. Reschedule within the permitted time frame. The Candidate must email info@cbeip.org to begin the rescheduling process.



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Requests submitted 30 days or more before the original appointment.	Yes	None
Requests submitted 29 to 5 days before the original appointment.	Yes	Candidate must pay a rescheduling fee of \$50.
Requests submitted less than 5 days before the original appointment.	No	Candidates who do not report for their examination appointment will be considered a no-show and all their examinations fees will be forfeited. Candidates will need to reapply and pay fees for a future testing period.

Failing to Report for an Examination

If you fail to report for an examination, you will forfeit all fees paid to take the examination. A completed application form and examination fee are required to reapply for the examination.

12. ACCOMMODATIONS

CBEIP supports the intent of and complies with the Americans with Disabilities Act (ADA). If you would like to request accommodation, contact the Board to discuss the process at the time you submit your application.

13. PREPARING FOR THE EXAMINATION

- Check your Scheduling Authorization email and Appointment Confirmation email to make sure everything is accurate (i.e., your name, exam name, appointment date, time, and location).
- This Handbook provides the Content Outline for the Examination (see appendix). Use this outline to help you start studying for the examination.
- Review the Rules for the Examination in this handbook before your appointment.



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What to Expect

Upon approval from the board, the candidate will receive instructions and a link to the exam. The examination will be delivered by Easy Test Maker.

Rules and Ethical Expectations for the Examination

Please read the information below carefully. You are responsible for adhering to the examination rules and ethical expectations.

- No electronic devices are to be used to record, transmit, receive, or play back audio, photographic, text, or video content, including but not limited to, cell phones, laptop computers, tablets, Bluetooth devices, wearable technology (such as smart watches), MP3 players (such as iPods), pagers, cameras, and voice recorders are permitted.
- No papers, books, or reference materials may be used during testing.
- No questions concerning content of the examination may be asked during the examination session. The candidate should read carefully the directions that are provided on screen at the beginning of the examination session.
- With the sole exception of going to the restroom, Candidates are asked to remain engaged with the examination until completion.

VIOLATION OF ANY OF THE RULES LISTED ABOVE MAY LEAD TO THE FORFEITURE OF FEES AND CANCELLATION OF YOUR TEST SCORES.

14. REPORT OF RESULTS

Candidates will be informed promptly whether they have passed or failed the examination. Successful candidates will receive a certificate from the CBEIP.

15. RETAKING OF EXAM

The examination may be taken as often as desired upon filing of a new application and fee. There is no limit to the number of times the examination may be repeated.

16. CONFIDENTIALITY

The CBEIP will release the individual test scores ONLY to the individual candidate. Any questions concerning test results should be referred to the CBEIP.



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17. CONTENT AND SCORING OF THE EXAMINATION -MH Candidates

The CBEIP board certification process requires that a candidate for certification pass a 150-item multiple-choice exam. The exam is comprehensive and incorporates a variety of perspectives in equine interaction services. It is not based on any one model or method, but evaluates knowledge related to delivering safe and effective equine interaction services.

The exam is one of several ways professionals are evaluated for CEIP certification. Prior to sitting for the exam professionals must meet eligibility requirements for certification and provide formal documentation of prior experience, education, and training. The exam is computer-based, with a testing time of 3 hours.

The questions for the exams are designed by subject matter experts in North America through a regular review process. Questions are reviewed for construction, accuracy, and appropriateness by the members of the Certification Board for Equine Interaction Professionals and the passing score for the examinations is determined using recognized psychometric methods. The CBEIP, with technical advice and assistance, prepares the content for each version of the exam.

The examination categories are weighted in the following manner:

- Assessment, Evaluation, and Planning 25%
- Facilitator Skills 60%
- Administration and Risk Management 15%

To protect the security and integrity of the certification examinations, neither the CBEIP nor the Testing Corporation will release examination items, candidate responses, or answer keys to any candidate or agency.

18. CONTENT OUTLINE FOR MENTAL HEALTH

I. ASSESSMENT, EVALUATION, AND PLANNING

A. Assessment of facility

1. Compliance with current professional standards
2. Laws related to client confidentiality



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3. Therapeutic environment
4. Participant privacy
5. Facility practices

B. Assessment of clients

1. Initial intake process
 - a. Client appropriateness for equine interaction services
 - b. Contraindications and precautions
 - c. Assessment of risk to self and others
 - d. Functional capacity and relevant domains
 - i. Cognitive
 - ii. Emotional
 - iii. Physical
 - iv. Spiritual
2. Client informed consent
3. Disclosure of inherent risks
4. Gathering of psychological, social, medical history
5. Documentation of client goals
6. Limits of confidentiality (mandated reporting)

C. Development and writing of treatment plan

1. Design session/activities
2. Match interactions to client goals
3. Level and number of support staff needed
4. Appropriateness of volunteer support
5. Consultation with other experts, such as an equine professional

D. Implementation of treatment plan

1. Adaptation of session design to immediate circumstances
2. Debriefing session with client

E. Post session evaluation and review



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1. Relate equine interactions to treatment plan
2. Discuss results with team members
3. Document session/measure progress
4. Coordinate with other service providers/referents
5. Facilitate closure with client

II. FACILITATOR SKILLS

A. Interpersonal relationship skills

1. Basic counseling skills and theories
2. Respecting boundaries
3. Impact of session on the client
4. Recognition of therapeutic moments

B. Equine knowledge and skills

1. Equine ethology
 - a. Equine physiology
 - b. Equine psychology
 - c. Equine communication and herd dynamics
 - d. Equine/human bond
2. Interpretation of equine behavior with clients
 - a. Use of metaphor and analogy
 - b. Projection between equine and human
 - c. Recognizing equine stressors
3. Equine training and handling
 - a. Training
 - b. Consistency
 - c. Physical needs
 - d. Equine health and behavior histories
 - e. Basic equine care and maintenance
 - f. Basic equine knowledge
 - g. Impact of session on equine(s)



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C. Safety protocols/Risk management

1. Safe behavior of humans around equines
2. CPR/First Aid skills
3. Safety resources
4. Intervention techniques
5. Written emergency plan

D. Knowledge of existing industry standards and ethics

1. Equines
2. Humans
 - a. Professional and personal development
 - b. Awareness of limits and skills
3. Code of Ethics - CBEIP

E. Collaboration with therapeutic team

III. ADMINISTRATION AND RISK MANAGEMENT

A. Documentation

1. Releases
2. Crisis plans
3. Occupational Safety and Health Administration (OSHA)
4. American Disabilities Act (ADA)
4. Emergency management plans
5. Accreditation
6. Policies and procedures

B. Confidentiality and privacy

1. Interns, volunteers, and paraprofessionals
2. Public relations, media, and marketing issues (e.g., use of photos)
3. Visitor protocols



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4. Health Insurance Portability and Accountability Act (HIPAA)

C. Insurance compliance

1. General and professional liability issues
2. Equine liability laws

D. Business and personnel management

19. EXAMINATION FOR EDUCATION

ED Examination is done through: A Portfolio Process

1. Portfolio
2. Open Book Exam (SO Points /mandatory)

Completion of open book examination (75 questions- the examination is weighted by Assessment, Evaluation, and Planning 25%

Facilitator Skills .. 60%

Administration and Risk Management... 15%, questions

Exam link sent by email in a fillable document.

Portfolio

Choose from the following menu for 50 points total: (selections must total 50 points)

Item	Description	Points per unit	Maximum points
Facilitation Session Case	Present, describe and analyze your actions relative to a session with a participant (see separate instructions)	20 points per separate case.	40 points (2 cases)
Letters of Reference	Solicit two letters of reference, one from a colleague in equine interactions, one from another professional (cannot be a family member or relative)	10 points for two references	10 points (two references).



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Additional time in profession	Length of time in education or learning profession {including as a credentialed life or business coach) in addition to eligibility requirement= minimum 3 years). Unit of 5 additional years= more than 8 years in profession.	10 points for 8 years or longer in profession.	10 points {8 years in profession)
Additional hours of equine interaction services	Hours beyond the eligibility requirement of 1000. Units of 250 hours.	10 points for every additional 250-hour unit beyond 1000.	20 points (2 x 250 = 500 hours)
Workshop facilitation	Facilitation of a workshop/training relative to equine interaction services for a minimum of 2.5 hours in length. Workshop/training can be co-facilitated with another professional	10 points for facilitating a workshop/training	10 points {one workshop/training)

20. FACILITATION SESSION CASE INSTRUCTIONS

Choose a session, with an individual participant or group, that you have facilitated and provide a written description per instructions below, using these exact section headings, and sequence of sections, and noting word limits:

Section 1) Description of session

Provide an overview of the specific interactions/activities in the session {individual or group session)

Maximum 350 words

Section 2) Reasoning and intentions for the activities and sequence of interactions in the session

Discuss choices relative to participant needs

Maximum 350 words

Section 3) Analysis of your approach and actions in the session



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Discuss theoretical underpinnings, the interactions between participant(s) and horses in the session, and your attention to staying within the learning/coaching scope. What did you do and what could you have done differently? Maximum 350 words

Section 4) Assessment of risk

Include both emotional and physical risk assessment for participant, horse(s), and self, and how you managed risk in the session (inclusive of paperwork and safety guidelines for participant to follow in the session). Maximum 350 words.

21. RECERTIFICATION: ED

Recertification Deadline, every three years.

Fee: \$150 USD

If certification lapses, the certificant must go through the certification process again.

Recertification happens through CEUs, minimum 30 hours broken down in the following way:

- 10 hours of equine-related training (behavior, horsemanship)
- 10 hours of education/coaching-specific continuing education
- 10 hours of attendance at equine interaction conference, workshop, or method training

22. CONTENT OUTLINE FOR EDUCATION

I. ASSESSMENT, EVALUATION, AND PLANNING

A. Assessment of facility

1. Compliance with current professional standards
2. Laws related to client confidentiality
3. Educational environment
4. Participant privacy
5. Facility practices

B. Assessment of participants

1. Initial intake process
 - a. Participant appropriateness for equine interaction services
 - b. Contraindications and precautions
 - c. Assessment of risk to self and others
 - d. Functional capacity and relevant domains
 - i. Cognitive



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- ii. Emotional
- iii. Physical
- iv. Spiritual

- 2. Parameters for experiential education
- 3. Disclosure of inherent risks
- 4. Gathering of medical history, individualized education plan (IEP), etc.
- 5. Documentation of participant goals
- 6. Limits of confidentiality (mandated reporting)

C. Development and writing of participant education plan

- 1. Design session/activities
- 2. Match interactions to participant goals
- 3. Level and number of support staff needed
- 4. Appropriateness of volunteer support
- 5. Consultation with other experts, such as an equine professional

D. Implementation of education plan, goals, and objectives

- 1. Adaptation of session design to immediate circumstances
- 2. Debriefing session with participant

E. Post session evaluation and review

- 1. Relate equine interactions to participant education plan, goals, and objectives
- 2. Discuss results with team members
- 3. Document session/measure progress
- 4. Coordinate with other service providers/referents
- 5. Facilitate closure with participant

II. FACILITATOR SKILLS

A. Interpersonal relationship skills

- 1. Basic counseling skills and theories
- 2. Respecting boundaries
- 3. Impact of session on the participant
- 4. Recognition of educational moments



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B. Equine knowledge and skills

1. Equine ethology
 - a. Equine physiology
 - b. Equine psychology
 - c. Equine communication and herd dynamics
 - d. Equine/human bond

2. Interpretation of equine behavior with clients
 - a. Use of metaphor and analogy
 - b. Projection between equine and human
 - c. Recognizing equine stressors

3. Equine training and handling
 - a. Training
 - b. Consistency
 - c. Physical needs
 - d. Equine health and behavior histories
 - e. Basic equine care and maintenance
 - f. Basic equine knowledge
 - g. Impact of session on equine(s)

C. Safety protocols/Risk management

1. Safe behavior of humans around equines
2. CPR/First Aid skills
3. Safety resources
4. Intervention techniques
5. Written emergency plan

D. Knowledge of existing industry standards and ethics

1. Equines
2. Humans
 - a. Professional and personal development
 - b. Awareness of limits and skills
3. Code of Ethics - CBEIP

E. Collaboration with education team



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III. ADMINISTRATION AND RISK MANAGEMENT

A. Documentation

1. Releases
2. Crisis plans
3. Occupational Safety and Health Administration (OSHA)
4. Americans with Disabilities Act (ADA)
5. Emergency management plans
6. Accreditation
7. Policies and procedures

B. Confidentiality and privacy

1. Interns, volunteers, and paraprofessionals
2. Public relations, media, and marketing issues (i.e. use of photos)
3. Visitor protocols
4. Health Insurance Portability and Accountability Act (HIPAA)

C. Insurance compliance

1. General and professional liability issues
2. Equine liability laws

D. Business and personnel management



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23. APPLICATION CHECKLISTS

CEIP-MH

- [CEIP Application form](#)
- Signed CBEIP Code of Ethics
- Resume or Curriculum Vitae
- Copy of current license or appropriate mental health certification to practice
- Evidence of attendance for each training event
- Certification fee

CEIP-ED

- [CEIP Application form](#)
- Signed CBEIP Code of Ethics
- Resume or Curriculum Vitae
- Copy of bachelor's degree or alternative pathway documentation (see section 3)
- Evidence of attendance for each training event
- Certification fee

Recertification Checklist

- [CEIP Recertification Application form](#)
- Signed CBEIP Code of Ethics
- Evidence of attendance for each CE event
- Recertification fee



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CBEIP CODE OF ETHICS

The Certified Equine Interaction Professional will:

1. Hold paramount the safety and health of people and animals in the performance of professional duties; and exercise the obligation to advise clients, students, employers, employees, bystanders, and appropriate authorities of danger and unavoidable risks.
2. Maintain honesty, fairness, and impartiality, and act with responsibility and integrity.
3. Avoid any and all conduct or practice that is likely to discredit the profession or deceive the public.
4. Accept responsibility to maintain and continue one's professional development and competence.
5. Act in a manner free of bias including but not limited to that with regard to religion, ethnicity, gender, age, national origin, disability, or sexual orientation.
6. Adhere to the highest standards of practice and ethics of one's own professional field of mental health and/or education.
7. Adhere to the highest standards of practice and ethics of any equine interaction professional organizations to which the certification holder belongs.
8. Abide by all country/federal and state/providence laws and act, when necessary, as a mandated reporter.
9. Acknowledge and respond to the necessity of responsible care for their equine colleagues, recognizing the unique character, psychology, physiology, behavior and nature of the equine.
10. Offer services only within the scope of their practice, competence, education, training, and expertise.
11. Avoid actions that falsify or misrepresent one's professional qualifications.
12. Avoid dual relationships with clients or former clients in which there is a risk of exploitation or potential harm to the client. In situations where dual relationships are unavoidable, the certification holder is responsible for setting clear, appropriate and sensitive boundaries. Sexual involvement with a client or former client is inappropriate and unethical.
13. Promote change in the lives of participants only related to the issue(s) the certification holder is charged with and/or promote general learning and growth. Clients will not be pressed to adopt beliefs and behaviors that reflect the certification holder's value system rather than their own.
14. Abide by this code of ethics and all other codes of ethics and standards related to the certification holder's practice, discussing suspected ethical concerns with the individuals involved and/or reporting by letter infractions of ethical standards to appropriate sources.

Signature & Date: