

INTERPRETATION

In the following Code of Ethics and Practice:

- ❖ “EAP” means the ‘European Association for Psychotherapy’
- ❖ “ECP” means the ‘European Certificate of Psychotherapy’ awarded by the EAP.
- ❖ “Member” means all PAP members in all classes of membership.
- ❖ “PAP” means The Pancyprian Association for Psychotherapists.
- ❖ “Client” means anyone (including individuals, couples, groups, families, trainees, students and supervisees) seeking or receiving professional services related in any way to a member’s professional training with which he is registered as a member of PAP.
- ❖ Words importing one gender shall include all genders, and the singular includes the plural and vice versa.

Preliminary

PAP Members

- 1) Respect the dignity and worth of the individual and strive for the preservation and protection of fundamental human rights.
- 2) They are committed to increasing knowledge of human behaviour and of people’s understanding of themselves and others and the utilisation of such knowledge for the promotion of human welfare.
- 3) While pursuing these objectives they make every effort to protect the welfare of clients, of people related to clients (where that does not conflict with the needs of their clients) and of any research participants that may be the object of study.
- 4) Respect other Members of their profession and colleagues of related professions and make every effort, insofar as they are able and where that does not conflict with the interests of their clients, to provide full information and give mutual respect.
- 5) They use their skills only for purposes consistent with these values and do not knowingly permit their misuse by others.
- 6) While demanding for themselves freedom of inquiry and communication, they accept the responsibility this freedom requires: competence, objectivity in the application of skills, and concern for the best interests of clients, colleagues, research participants and society Members.

In the pursuit of these ideals, PAP Members subscribe to ethical principles in the following areas:

- 1) Responsibility
- 2) Competence
- 3) Moral & Legal Standards
- 4) Confidentiality
- 5) Welfare of the client.
- 6) Professional Relationships
- 7) Public Statements
- 8) Assessment Techniques
- 9) Research.

Acceptance onto the register commits a Member:

- 1) To offer his services within the framework of the principles and regulations contained in this document as detailed below and to be accountable to complaints or charges of ethical violations.
- 2) To remain accountable to such complaints or charges that fall within the period of his Membership, even after resigning his Membership or lapse of Membership or termination of Membership or removal from the register for any other reasons.
- 3) To cooperate fully with PAP and its “Complaints Procedures” (CP) as defined in PAP’s “Document 5” and any other professional bodies they are involved with, by responding promptly and completely to enquiries from and requirements of any duly constituted ethics or professional committees of such professional bodies.
- 4) To inform their clients of their above ethical commitments as well as any ending of their Membership or their removal from the register.

REGULATION 1: Responsibility

General Principle: In providing services, Members maintain the highest standards of their profession and accept the responsibility for the consequences of their acts and make every effort to ensure that their services are used appropriately.

- 1.a:**
- 1) Members have the professional duty to know that they bear a heavy social responsibility because their recommendations and professional actions may affect the lives of others.
 - 2) Members must remain alert to personal, social, organisational, financial, environmental, or political situations and pressures that might lead to misuse of their influence.

- 1.b**
- 1) Members must clarify in advance with their clients all matters that might pertain to their working together.
 - 2) Members must avoid relationships that may limit their objectivity or create a conflict of interest.
- 1.c:** Members have the responsibility to attempt to prevent distortion, misuse, or suppression of their findings by an institution or agency of which they are employees or to which they offer services.
- 1.d:** As Members of national or organizational bodies, Members remain accountable as individuals to the highest standards of their profession.
- 1.e:** As teachers or trainers, Members,
- 1) must recognize their primary obligation to help others acquire knowledge and skill;
 - 2) must maintain high standards of scholarship by presenting information objectively, fully, and accurately.
- 1.f:** As researchers, Members:
- 1) Have the responsibility for the selection of their research topics and methods used in investigation, analysis and reporting;
 - 2) Have the responsibility to plan their research in ways to minimize the possibility that their findings will be misleading;
 - 3) Have the responsibility to provide thorough discussion of the limitations of their data, especially where their work touches on social policy or might be construed to the detriment of persons in specific age, sex, ethnic, socioeconomic or other social groups.
 - 4) When presenting or publishing reports of their research or other related work, Members:
- 1.g:** As researches publishing reports of their work, Members:
- 1) Must never suppress disconfirming data and they acknowledge the existence of alternative hypotheses and explanations of their findings;
 - 2) Must take credit only for the work they have actually done;
 - 3) Must clarify in advance with all appropriate persons and agencies the expectations for sharing and utilizing research data;
 - 4) Must keep interference with the milieu in which data are collected to a minimum

REGULATION 2: Competence

General Principle: The maintenance of high standards of competence is a responsibility shared by all Members in the interest of the public and the profession of psychotherapy as a whole or the

profession with which they are registered with PAP. Members recognise the boundaries of their competence and the limitations of their techniques. They only provide services and only use techniques for which they are qualified by training and experience. In those areas in which recognized standards do not yet exist, Members take whatever precautions are necessary to protect the welfare of their clients. They maintain knowledge of current health, scientific and professional information related to the services they render.

2.a: Members as professionals:

- 1) Must accurately represent their competence, education, training, and experience;
- 2) Must claim as evidence of educational & professional training qualifications only those degrees or qualifications obtained from reputable educational institutions or those recognized by PAP;
- 3) Must ensure that they adequately meet the minimum professional standards as laid down by the professional criteria of PAP;
- 4) Must respect the other sources of education, training and experience that they have received.

2.b: As practitioners, and as teachers, trainers or trainees, Members must perform their duties on the basis of careful preparation and readiness so that their practice is of the highest standard and communication is accurate, current, and relevant.

2.c: Members must recognize the need for continuing education and personal development and must remain open to new procedures and changes in expectations and values over time.

2.d: Members must recognize differences among people, such as those that may be associated with age, sex, socio-economic, and ethnic backgrounds or the special needs of those who might have been specifically disadvantaged, and must obtain suitable training, experience, or counsel to assure competent and appropriate service when relating to all such persons.

2.e: Members responsible for decisions involving individuals or policies based on test results must have an understanding of psychological or educational measurement, validation problems, and test research.

- 2.f:**
- 1) Members must recognize that personal problems and conflicts may interfere with professional effectiveness.
 - 2) Members must refrain from undertaking any activity in which their personal problems are likely to lead to inadequate performance or harm to a client, colleague, or research participant.
 - 3) Members, if engaged in such activity and when they become aware of their personal problems, must seek competent professional assistance to determine whether they should suspend, terminate, or limit the scope of their professional activities.

2.g: Members entering into new fields of activity must ensure that they have completed all the training and professional requirements related to that field of activity, prior to practising,

and that their activity in this new field is of the highest possible standard and that there is no dilution of, confusion or conflict with any current activity.

REGULATION 3: Moral and Legal Standards

General Principle: Members' moral and ethical standards of behaviour are a personal matter to the same degree as they are for any other citizen, except where these may compromise the fulfilment of their professional responsibilities or reduce the public trust in psychotherapy & psychotherapists or in the affiliated Members' professions & practitioners. Regarding their own personal behaviour, Members are sensitive to prevailing community standards and to the possible impact that conformity to or deviation from these standards may have upon the quality of their performance as professionals. Members are also aware of the possible impact of their public behaviour upon the ability of colleagues to perform their professional duties.

- 3.a:**
- 1) Members as professionals must act firstly in accord with the principles of PAP and then with their institute's or association's standards and guidelines related to practice.
 - 2) Members must also adhere to relevant governmental laws and regulations.
 - 3) When European, national, provincial, organisational, or institutional laws, regulations, or practices (public or private) are in conflict with PAP's standards and guidelines, Members must make known their commitment to PAP's standards and guidelines and, wherever possible, work toward a resolution of the conflict.
 - 4) Members as professionals are committed to contribute to the development of such legal and quasi-legal regulations that best serve the public interest, and they work toward changing existing regulations that are not beneficial to the public.
- 3.b:** As employees or employers, Members must not engage in or condone any practices that are inhumane or that result in illegal or unjustifiable actions. Such practices include, but are not limited to, those based on considerations of race, handicap, age, gender, sexual preference, religion, or national origin in practice, in hiring, promotion, or training.
- 3.c:** In their professional roles, Members must avoid any action that may violate or diminish the human, legal and civil rights of clients or of others who may be affected or that may violate or diminish the rights of animals.
- 3.d:**
- 1) As practitioners, teachers, trainers and researchers, Members must remain aware of the fact that their personal values may affect their communication, the use of techniques, selection and presentation of views or materials and the nature or implementation of research.
 - 2) When dealing with topics that may give offence, Members must recognize and respect the diverse attitudes and individual sensitivities that clients or subjects may have towards such matters.

REGULATION 4: Confidentiality

General Principle: Members have a primary obligation to respect the confidentiality of information obtained from clients. They reveal such information to others only with the consent of clients (or the legal representatives of clients), except in those unusual circumstances in which not to do so would probably result in clear danger to clients or to others. Members inform clients of the legal limits of confidentiality. Consent to reveal information to others would normally be obtained in writing from the clients concerned.

- 4.a:**
- 1) Information obtained in clinical, training or consulting relationships, or evaluating data concerning clients, employees, and others, must be discussed by Members only for professional purposes and only with persons clearly concerned with the case.
 - 2) With written and oral reports Members must present only data germane to the purposes of the evaluation or for a referral, and every effort is made to avoid undue invasion of privacy.
- 4.b:** Members who present personal information obtained during the course of professional work in writings, lectures, or other public forums must either obtain adequate prior consent to do so or adequately disguise all identifying information.
- 4.c:** Members make provisions for maintaining confidentiality in the storage and disposal of records, and in the event of their own unavailability.
- 4.d** When working with minors or other clients who are unable to give voluntary, informed consent, Members take special care to protect these person's best interests and consult others involved appropriately.

Regulation 5: Welfare of Clients

PAP Members respect the integrity and protect the welfare of clients. When conflicts of interest arise between such clients and Institutional settings in which Members work, Members clarify the nature and direction of their loyalties and responsibilities and keep all parties informed of their commitments. Members fully inform clients as to the purpose and nature of their services and/or of their work together and they openly acknowledge that clients have freedom of choice with regard to participation. Coercion of clients to participate or to remain in receipt of services is unethical.

- 5a:**
- 1) Members must remain continually cognizant of their own needs, limitations and difficulties and of their potentially influential position vis-vis clients and former clients.
 - 2) Members must not exploit clients' trust and dependency in order to gain sexual, emotional, financial or any other kind of personal advantage.
 - 3) Members must remain continually aware that sexual relations, contact or behaviour of any kind and under any circumstances with clients and former clients are unethical and thus not permitted.
- 5.b:**
- 1) Members must make every effort to avoid dual roles and/or relationships that could impair their professional judgement or increase the risk of exploitation. Examples of such dual roles and/or relationships include, but are not limited to, professional

treatment of or research, with their employees, students, trainees, supervisees, close friends, relatives and persons with whom they have or had intimate or sexual relationships.

- 2) When dual or multiple relationships are unavoidable, for example in small communities, Members must take responsibility to clarify and manage boundaries and confidentiality of the therapeutic relationship.
- 3) Members should think carefully about, and exercise considerable caution before entering into such dual relationships and that they may be called at any time during or after their Membership period to account to the charge of a misuse of their position.

5.c: When a Member agrees to provide services to a client at the request of a third party, the Member must assume the responsibility of clarifying the nature of the relationships to all parties concerned.

5.d: Where the demands of an organisation require Members to violate the ethical principles of the present or any other code of ethics, Members:

- 1) Must clarify the nature of the conflict between these demands and the principles of this or other code of ethics;
- 2) Must inform all parties of their ethical responsibilities as PAP Members and take appropriate action.

5.e: 1) Members must make advance financial arrangements that safeguard the best interests of their clients and must ensure that these arrangements are clearly understood by their clients.

- 2) Members must neither give nor receive any remuneration for referring clients for professional services.
- 3) Members may contribute a portion of their work services for which they receive little or no financial return.

5.f: Members must terminate a clinical or consulting relationship as soon as it is reasonably clear that the client is not benefiting from it, or whenever the client requires, and must offer to help the client locate alternative sources of assistance.

REGULATION 6: Professional Relationships

General Principle: PAP Members act with due regard for the needs, special competencies, and obligations of their colleagues in psychotherapy, affiliated professions, psychology, medicine & other professions. They respect the prerogatives and obligations of the institutions or organisations with which these other colleagues are associated.

- 6.a:**
- 1) Members must understand the areas of competence of related professions and must remain aware of developments in these professions.
 - 2) Members must make full use of all the professional, technical, and administrative

resources that serve the best interests of clients.

- 3) The absence of formal relationships with other professional workers does not relieve Members of the responsibility for securing for their clients the best possible professional service, nor does it relieve them of the obligation to exercise foresight, diligence, and tact in obtaining the complementary or alternative assistance needed.
- 6.b:**
- 1) Members must know and take into account the traditions and practices of other professional groups with whom they work and they cooperate fully with such groups.
 - 2) If a client is receiving similar services from another professional, the Member must carefully consider that professional relationship and proceed with caution and sensitivity to the therapeutic issues as well as the client's welfare.
 - 3) Members must discuss such issues as above with clients so as to minimise the risk of confusion and conflict, and seek, where possible, to maintain clear and agreed relationships with other involved professionals.
- 6.c:** When employing or supervising other professionals or professionals in training, Members:
- 1) Accept the obligation to facilitate the further professional development of these individuals and must take action to ensure their competence;
 - 2) Must provide appropriate working conditions, timely evaluations, constructive consultation, and experience opportunities.
- 6.d:**
- 1) Members must not exploit their professional relationships with colleagues, employees, subordinates or others they work with sexually or otherwise.
 - 2) Members must not condone or engage in sexual harassment. Sexual harassment is defined as deliberate or repeated comments, gestures, or physical contacts of a sexual nature that are unwanted by person they are directed to.
- 6.e:** When a Member knows of an ethical violation by another professional it is unethical to remain indifferent. Depending on the nature of the violation the Member is expected to incur a serious obligation to use his professional judgement with appropriate action:
- 1) If the misconduct is of a minor nature and/or appears to be due to lack of sensitivity, knowledge, or experience, the Member must first informally attempt to resolve the issue by bringing the behaviour to the attention of the professional in an appropriate manner and at all times with the appropriate sensitivity to any rights of confidentiality involved;
 - 2) If the violation does not seem amenable to a solution through and informal corrective effort, or is of a more serious nature, the Member must bring it to the attention of the appropriate institution, association or committee on professional ethics and conduct.
- 6.f:** With regard to professional publications Members must ensure that:
- 1) Publication credit must be assigned to those who have contributed to a publication in proportion to their professional contributions.

- 2) Major contributions of a professional character made by several persons to a common project are recognized by joint authorship with the individual who made the principle contribution listed first.
 - 3) Minor contributions of a professional character and extensive clerical or similar nonprofessional assistance may be acknowledged in footnotes or in an introductory statement.
 - 4) Acknowledgement through specific citations is made for unpublished as well as published material that has directly influenced the research or writing.
 - 5) In compiling and editing material of others for publication, the material is published in the name of the originating group, if appropriate, with their own name appearing as chairperson or editor. All contributors are acknowledged and named.
- 6.g:**
- 1) In conducting research in institutions or organisations, Members must secure appropriate authorization to conduct such research.
 - 2) Members are aware of their obligation to future research workers and ensure that host institutions receive adequate information about the research and proper acknowledgements of their contributions.

REGULATION 7: Public Statements

General Principle: Public statements, announcements of services, advertising, and promotional activities of a Member serve the purpose of helping the public make informed judgments and choices. Members represent accurately and objectively their professional qualifications, affiliations, and functions, as well as those of the institutions or organizations with which they or the statements may be associated. In public statements providing psychotherapeutic information or professional opinions or providing information about the availability of techniques, products, publications, and services, Members present accurately and base their statements on generally acceptable findings and techniques with full recognition of the limits and uncertainties of such evidence.

- 7.a:** When announcing or advertising professional services Members may list the following information to describe the provider and services provided:
- 1) Name.
 - 2) Highest psychotherapy or affiliated professional title earned from a National, European or other Awarding Organization together with the date the title was earned (i.e. ECP award)
 - 3) Academic and other related professional titles.
 - 4) Membership and type of Membership with psychotherapy and professionally relevant or related bodies.
 - 5) Address.
 - 6) Office hours.

- 7) Telephone number.
- 8) A brief listing of the type of psychotherapeutic or affiliated and related services offered.
- 9) A clear statement of fees and any contractual implications is available before participation.
- 10) Foreign languages spoken.
- 11) Policy with regards to insurance or third party payments and other brief & pertinent information.
- 12) Additional relevant or important consumer information may be included if not prohibited by other sections of PAP's code of ethics.

7.b: In announcing or advertising the availability of psychotherapeutic or other affiliated professional services or publications, Members,

- 1) must not present their affiliation with any organisation in a manner that falsely implies sponsorship or certification by that organisation,
- 2) must not state European, national registration or institutional or associational status in a way to suggest that such status implies specialised professional competence or qualifications,
- 3) Must not make a false, fraudulent, misleading, deceptive or unfair statement,
- 4) Must not make a misinterpretation of fact or a statement likely to mislead or deceive because in context it makes only a partial disclosure of relevant facts,
- 5) Must not present a testimonial from a client regarding the quality of the Member's services or products offered.
- 6) Must not make a statement intended or likely to create false or unjustified expectations of favourable results.
- 7) Must not make a statement implying unusual, unique, superior, or one-of-a-kind abilities.
- 8) Must not make a statement intended or likely to appeal to client's fears, anxieties, or emotions concerning the possible results of failure to obtain the offered services.
- 9) Must not make a statement concerning the comparative desirability of offered services.
- 10) Must not make a statement of direct solicitation of an individual client or category of clients.

7.c: 1) Members must not compensate or give anything of value to a representative of the press, radio, television, or other communication medium in anticipation of or in return for professional publicity in a news item.

- 2) Members must ensure that a paid advertisement must be identified as such, unless it is apparent from the context that it is a paid advertisement.
 - 3) Members must ensure that an advertisement, if communicated to the public by use of radio or television, is prerecorded and approved for broadcast by the Member. Copies of advertisements and recordings of broadcasts must be retained by the Member.
- 7.d:** In making announcements or advertisements of "personal growth groups," special-interest group sessions, courses, clinics, Members and agencies,
- 1) must give a clear statement of purpose and a clear description of the experiences or training to be provided;
 - 2) must ensure that the education, training, and experience of the staff are appropriately specified and available prior to the commencement of the group, training course or services;
 - 3) must ensure that a clear statement of fees and any contractual implications is available before participation.
- 7.e:** Members associated with the development or promotion of therapeutic techniques, products, books, or other such offered for commercial sale must make reasonable efforts to ensure that announcements and advertisements are presented in a professional, scientifically acceptable, ethical and factually informative manner.
- 7.f:** Members must not participate for personal gain in commercial announcements or advertisements recommending to the public the purchase or use of proprietary or single-source products or services when that participation is based solely upon their professional identification.
- 7.g:** Members must present the science and art of psychotherapy or the profession with which they are registered with PAP and offer their services, products,
- 1) fairly and accurately;
 - 2) by avoiding misrepresentation through sensationalism or exaggeration, or superficiality;
 - 3) by not implying or stating superiority of their scientific modality or profession over other scientific modalities or professions;
 - 4) by being guided by the primary obligation to aid the public in developing informed judgments, opinions, and choices.
- 7.h:** As teachers and/or trainers, Members:
- Must ensure that their statements in catalogues and course outlines are accurate and not misleading, particularly in terms of subject matter to be covered, bases for evaluating progress, and the nature of course experiences;
 - Must ensure that their announcements, brochures or advertisements describing

workshops, seminars, or other educational programs accurately describe the audience for which the program is intended as well as eligibility requirements, educational objectives, and nature of the materials to be covered;

: Must ensure that such presentations as above also accurately represent the education, training, and experience of the Members presenting the programs and any fees involved.

- 7.i:** In their public announcements or advertisements soliciting research participants in which clinical services or other professional services are offered as an inducement, Members must make clear the nature of the services as well as the costs and other obligations to be accepted by participants in the research.
- 7.j:** Members have the obligation to correct others who represent the Member's professional qualifications, or associations with products or services, in a manner incompatible with the guidelines of this code of ethics.
- 7.k:**
- 1) Members must only provide diagnostic and therapeutic services in the context of a professional therapeutic relationship.
 - 2) When personal advice is given by means of public lectures or demonstrations, newspaper or magazine articles, radio or television programs, mail, or similar media, the Members must utilise the most current relevant data and exercises the highest level of professional judgement.
- 7.l:** In presenting products that are described or presented by means of public lectures or demonstrations, newspaper or magazine articles, radio or television programs, mail, or similar media Members must ensure that they meet the same recognised standards as exist for products used in the context of a professional relationship.

REGULATION 8: Assessment Techniques

General Principle: In the development, publication, and utilisation of psychotherapeutic or psychological assessment techniques Members make every effort to promote the welfare and best interests of the client. They guard against the misuse of assessment results. They respect the client's right to know the results, the interpretations made, and the bases for their conclusions and recommendations. Members make every effort to maintain the security of tests and other assessment techniques within the limits of legal mandates. They strive to ensure the appropriate use of assessment techniques by others.

- 8.a:** In using assessment techniques:
- 1) Members must respect the right of clients to have full explanations of the nature and purpose of the techniques in language the clients can understand, unless an explicit exception to this right has been agreed upon in advance.
 - 2) When the explanations are to be provided by others, Members must establish procedures for ensuring the adequacy of these explanations.

- 8.b:** Members responsible for the development and standardisation of psychological tests and other assessment techniques must utilise established scientific procedures and observe the relevant EAP, national, and institutional or organisational standards.
- 8.c:** In reporting assessment results, Members:
- 1) Must indicate any reservations that exist regarding the validity or reliability because of the circumstances of the assessment or the inappropriateness of the norms for the person tested;
 - 2) Must strive to ensure that others do not misuse the results of assessments and their interpretations.
- 8.d:** 1) Members must recognize that assessment results may become obsolete and do not represent a complete picture of the assessed.
- Members recognise that the results of assessments may be untimely and may not give the full picture of the person being treated.
- 2) Members must make every effort to avoid and prevent the misuse of obsolete measures or incomplete assessments.
- 8.e:** In offering scoring and interpretation:
- 1) Members must be able to produce appropriate evidence for the validity of the programs and procedures used in arriving at interpretations.
 - 2) Members must recognize that the public offering of an interpretation service is considered a professional-to-professional consultation.
 - 3) Members must make every effort to avoid misuse of assessment reports.
- 8.f:** Members do not encourage or promote the use of psychotherapeutic or psychological assessment techniques by inappropriately trained or otherwise unqualified persons through teaching, sponsorship, or supervision.

REGULATION 9: Research

General Principle: The decision to undertake research rests upon a considered judgment by the individual Member about how best to contribute to human science and human welfare. Having made the decision to conduct research, the Member considers alternative directions in which research energies and resources might be invested. On the basis of this consideration, the Member carries out the investigation with respect and concern for the dignity and welfare of participants (persons or animals), and with cognizance of regulations and professional standards governing the conduct of research with participants.

- 9.a:** In planning a study,
- 1) the Member must make a careful evaluation of its ethical acceptability;
 - 2) to the extent that the weighing of scientific and human values suggests a compromise

of any principle, the Member incurs a correspondingly serious obligation to seek ethical advice and observe stringent safeguards to protect the rights of participants.

- 9.b:** A Member must exercise an ethical and primary concern when considering whether a participant in a planned study will be a “subject at risk” or a “subject at minimal risk” according to recognized standards.
- 9.c:**
- 1) The Member always retains the responsibility for ensuring ethical practice in research.
 - 2) The ‘investigator’ is also responsible for the ethical treatment of research participants by collaborators, assistants, students, and employees, all of whom, however, incur similar obligations.
- 9.d:** Except in minimal-risk research, the Member must
- establish a clear and fair agreement with research participants, prior to their participation, that clarifies the obligation and responsibilities of each;
 - honor all promises and commitments in that agreement;
 - inform the participants of all aspects of the research that might reasonably be expected to influence willingness to participate and explains all other aspects of the research about which the participants inquire;
 - ensure additional safeguards to protect the welfare and the dignity of the research participants (persons or animals), in case of a failure to make full disclosure prior to obtaining informed consent; and
 - ensure special safeguarding procedures with research with children or with participants (persons or animals) who have impairments that would limit understanding and/or communication.
- 9.e:** Methodological requirements of a study may make the use of concealment or deception seem necessary. Before conducting such a study, the Member has a special responsibility to
- determine whether the use of such techniques is justified by the study's prospective scientific, educational, or implied value;
 - determine whether alternative procedures are available that do not use concealment or deception; and
 - ensure that the participants are provided with sufficient explanation as soon as possible.
- 9.f:** With regard to the participants’ rights,
- 1) the Member must respect the individual's freedom to decline to participate in or withdraw from the research at any time;
 - 2) the Member, if in a position of authority or influence over the participant, bears the responsibility of careful thought and consideration in his obligation to respect the

individual's freedom to decline to participate in or withdraw from the research at any time. Such positions of authority include, but are not limited to, situations in which research participation is required as part of employment or in which the participant is a client, or employee of the 'investigator';

- 3) the Member must know that the rights of the individual predominate over the needs of the Member to complete the research.

9.g: In conducting research the Member,

- 1) must protect the participant from physical and mental discomfort, harm, and danger that may arise from research procedures and if risks of such consequences exist, the Member must inform the participant of that fact;
- 2) must not use research procedures likely to cause serious or lasting harm to a participant unless the failure to use these procedures might expose the participant to risk of greater harm, or unless the research has great potential benefit and fully informed and voluntary consent is obtained from each participant;
- 3) must inform the participant of procedures for contacting the Member within a reasonable time period following participation should stress, potential harm, or related questions or concerns arise;
- 4) must remain aware that consent obtained from the participant does not limit their legal rights or reduce the Member's legal responsibilities.

9.h: After the data are collected,

- 1) the Member must provide the participant with information about the nature of the study and attempts to remove any misconceptions that may have arisen;
- 2) where scientific or humane values justify delaying or withholding this information, the 'investigator' incurs a special responsibility to monitor the research and to ensure that there are no damaging consequences for the participant.

9.i: Where research procedures result in undesirable consequences for the individual participant, the Member has the responsibility to detect and remove or correct these consequences, including long-term effects.

9.j: With regard to confidentiality,

- 1) the Member must know that information obtained about a research participant during the course of an investigation is confidential unless otherwise agreed upon in advance; and
- 2) when the possibility exists that others may obtain access to such information, this possibility, together with the plans for protecting confidentiality, must be explained to the participant by the Member as part of the procedure for obtaining informed consent.