



DISCIPLINE, PROBATION & DISMISSAL POLICY

“Dismissal” means the student is asked to leave the program and relinquish all rights to the use of materials. They are to return all materials and not have access to the Member’s Area.

Coaching and Leadership International Inc. is committed to providing maximum benefit and fairness to all students who register for the Mind-Kinetics® & Power Coach® training and certification programs.

A student or graduate, (the person), may be disciplined, put on probation or dismissed from a Coaching and Leadership International Inc., (CLI), course of study or CLI Membership for any, all or a combination of the following reasons.

1. Cheating or plagiarism or other failure to comply with copyright laws.
2. Breach of Ethics, Core Competencies as set forth by IIC&M, ICF and/or CLI.
3. Failure to act in accordance with CLI's 'Characteristics of a Great Power Coach®' as found in the 'Models & Theory' section of the PCMK™ Manual.
4. Failure to comply with the guidelines for use of CLI’s trademarks, other intellectual property or licensing guidelines.
5. Physical abuse of CLI’s property. This is extended to include property belonging to the premises which CLI owns or rents for course delivery.
6. Theft or non-accidental damage to CLI or CLI’s property. This is extended to include property belonging to the premises which CLI rents for course delivery.
7. Behaviour displaying insubordination, refusal to cooperate with instructors and schedules.
8. Use of alcohol or non-prescription drugs or abuse of prescription drugs during regular teaching/classroom hours while in attendance at a CLI course.
9. Flagrant disrespect of CLI’s rules of conduct and CLI’s policies in general.

Maximum disciplinary action upon first offence includes probation and/or dismissal. General Disciplinary Action will include a warning to correct unwanted behaviours and each warning will be accompanied by a teaching correction (instruction on how to perform properly and/or do things correctly). Following the accumulation of three General Disciplinary Actions the person may be dismissed or placed on probation for 6 months. During Probation the person must pay for and receive six PCMK™ sessions from a senior Coach and mentoring sessions from a CLI approved Power Coach® Mentor.

Once the person has corrected their behaviour, the probation will be lifted. If the behaviour does not change within the six month period, dismissal is possible. During the probationary period, the person is not allowed to conduct pro bono or for fee Power Coaching® services.

In accordance with the Policy for Dispute Resolution the person(s) may apply to CLI to have the discipline, dismissal or probation overruled.



DISPUTE RESOLUTION POLICY & PROCEDURE

Coaching and Leadership International Inc. is committed to providing maximum benefit and fairness to all students who register for the Mind-Kinetics® & Power Coach® training and certification programs.

It is always the responsibility of the individuals involved to try and resolve issues informally and peacefully. If a more formal approach becomes necessary CLI provides a fair and reasonable mechanism for resolution.

Procedure:

Step One: First try to resolve the issue directly with the other party in a peaceful loving way to create a 'win win' resolution. The students are encouraged to utilize their PCMK™ training in these instances.

If this doesn't work proceed to step two.

Step Two: Put your complaint in writing to the Head of CLI or CLI-Country where applicable. The Head will request written submissions from all involved parties, including witnesses, conduct an investigation and set up a meeting within 24 hours of completing the investigation. The meeting will take place in person or via the most satisfactory medium available to all parties as dictated by the situation.

The Head will provide individual or a Group Coaching session for all parties within 48 hours of the conclusion of the meeting.

If this doesn't work proceed to step three.

Step Three: The parties appoint an outside CLI Power Coach® within 48 hours of being requested to do so. The selection of this outside Power Coach® will be mutually agreed upon by all parties to the dispute. The cost will be born equally by all parties (excluding CLI/The Head) to the dispute.

If no resolution is forthcoming proceed to step four.

Step Four: Contact Co-President, Betska K-Burr who may also confer with the Ethics Committees of the IAPC&M and/or the ICF. Betska@CoachingAndLeadership.com.

If no resolution is forthcoming proceed to step five.

Step Five: The parties appoint an outside mediator/arbitrator within 48 hours of being requested to do so. The selection of this mediator/arbitrator will be mutually agreed upon by all parties to the dispute. The cost will be born equally by all parties (excluding CLI/The Head) to the dispute.