



Student Code of Conduct

1. Purpose of the Code

This Code of Conduct establishes the standards of professional, ethical, and respectful behavior expected from all students in GMA programs.

Its purpose is to ensure:

- a safe and supportive learning environment,
- adherence to ICF professional standards,
- responsibility, integrity, and professionalism throughout the learning process.

2. Core Behavioral Principles

Every student agrees to uphold the following principles:

- **Respect** — toward oneself, peers, faculty, and the learning process.
- **Professionalism** — maintaining responsible, engaged, and appropriate behavior.
- **Ethics** — adherence to the **ICF Code of Ethics** and GMA ethical principles.
- **Non-directiveness and openness** — interacting without pressure, judgment, or coercion.
- **Confidentiality** — protecting all shared personal information.
- **Inclusion and non-discrimination** — honoring individual and cultural differences.
- **Responsibility for learning** — active participation, timely completion of assignments, and following program rules.

3. Expected Student Behavior

3.1. Regarding the learning process

Students are expected to:

- attend sessions according to the Attendance Policy,
- remain fully engaged and attentive,
- notify faculty about absences in advance,
- complete assignments, practices, and supervision requirements on time,
- follow online learning etiquette (camera on, quiet environment, focused presence).

3.2. Regarding faculty and GMA staff

Students agree to:

- respect professional boundaries,
- express questions or disagreement respectfully,
- avoid unsolicited criticism, pressure, or manipulation.

3.3. Regarding fellow students

Students commit to:

- interact with kindness and partnership,
- avoid evaluative or judgmental statements,
- support psychological safety in the group,
- respect cultural, personal, and linguistic differences.

3.4. Regarding coaching practice

Students must:

- maintain strict confidentiality of practice sessions,
- refrain from giving advice or directing others,
- practice non-directiveness and autonomy support,
- respect the agency of the practice partner (client).

4. Prohibited Behavior

The following are strictly prohibited:

- breach of confidentiality,
- aggression, insults, humiliation, sarcasm, passive aggression,
- any form of harassment (see Harassment Policy),
- discrimination on any ground,
- manipulation or pressuring others,
- attempting to teach, coach, or critique peers outside the training context,
- using the program for personal business (selling, recruiting, promoting services),
- spreading misinformation about GMA or participants,
- violating GMA intellectual property (materials, recordings, methods).

5. Confidentiality Requirements

Students agree to:

- keep all group information strictly confidential,
- not share screenshots, recordings, or chat messages,
- refrain from using practice examples outside the learning context,
- uphold ICF professional confidentiality standards.

A breach of confidentiality is considered a serious violation.

6. Ethical Conduct and ICF Standards

All students must:

- review and comply with the **ICF Code of Ethics**,
- honor the coaching mindset and the partner-based nature of coaching,
- avoid using coaching for influence or manipulation,
- represent their competence level accurately.

7. Responsibility for Group Dynamics

Students agree to:

- contribute to a healthy and safe learning environment,
- engage constructively in all group processes,
- monitor their own emotional state,
- seek help (trainer, supervisor) if experiencing discomfort.

8. Consequences of Violating the Code

Depending on the severity of the violation, GMA may:

- conduct a corrective conversation,
- issue a formal warning,
- require supervision or coaching intervention,
- temporarily restrict participation,
- transfer the student to another cohort,
- suspend the student from practice,
- dismiss the student from the program in severe cases.

9. Reporting a Violation

Students may report violations to:

- the trainer,
- the program coordinator,
- GMA administration,
- official communication channels.

All complaints are handled according to the **Grievance and Complaint Policy**.

10. Final Provisions

- This Code is mandatory for all GMA students.
- Violations may impact the student's ability to complete the program or receive certification.
- The Code is reviewed regularly to align with ICF standards.
- It applies to all learning formats (online and in-person).

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