



# Code of Ethics

of the German Association for Supervision and Coaching (DGSv)

As a professional association, DGSv promotes the consulting forms of supervision and coaching as a means of reflecting on professional interactions, especially in the fields of education, health care, culture, politics, pastoral care, social work, administration and business, as well as the professional concerns of supervisors and coaches.

One of DGSv's central tasks as a professional association comprises development of the professions of supervision and coaching. In addition an understanding of professional issues, supervisors and coaches require an understanding of the ethical basis of their actions as members of the profession. This Code of Ethics provides the foundation for this understanding.

It is based on universal human rights, which include civil, political, economic, social and cultural rights, and respect the fundamental rights of the German constitution.

- 1.** Supervision and coaching are work-related forms of consulting that serve to maintain, expand or restore the vocational actionability of individuals and/or organisational units. Supervision and coaching are forms of counselling among others. These forms of counselling are differentiated from psychotherapeutic processes, management consulting, mediation and comparable methods.
- 2.** Based on a working agreement, supervisors and coaches advise jobholders in their professional activities, role realisation, working relationships and cooperation among themselves and with their own clients.
- 3.** Supervisors and coaches analyse and determine whether requests fall within the scope of supervision and coaching. Only those tasks shall be taken on, which have been transparently negotiated and agreed upon in the contract. Supervisors and coaches adhere to the boundaries of their role and the agreed contract specifications.
- 4.** To initialise and carry out their consulting activities, supervisors and coaches act as business professionals. Their business practices are transparent and comprehensible. They define agreements on arrangements in this respect in the form of a contract. The contract secures the consulting sovereignty of the supervisors and coaches. The contract or general terms and conditions are based on the relevant legal standards and specifically include reliable information pertaining to fees and how they are calculated, invoicing, termination conditions, conclusion and handling of contract deviations, follow-up agreements, evaluation steps and any other agreements.
- 5.** Supervisors and coaches design the consulting process with their supervisees and coachees in alignment with this role. This also includes defining agreed objectives and regulating how additions or changes are handled. Reporting and confidentiality obligations that extend beyond those defined by law are explicitly named. Confidentiality of what is communicated in the consulting process is maintained.



- 6.** Contract negotiations as well as supervision or coaching processes should be designed with an awareness of possible discrimination issues. Gender, age, social origin, sexual orientation, disability, skin colour, cultural and religious background shall not result in discrimination.
- 7.** As a matter of principle, supervisors and coaches strive to be neutral or impartial throughout the entire counselling context. Their professional expertise gives them a particular type of power in specific situations, which comes with special responsibility. It is prohibited to exploit role relationships for one's own personal, sexual or business gain to the detriment of supervisees and coachees and/or their organisations.
- 8.** Supervision and coaching adhere to scientific findings. This includes a willingness to promote research in this field of work.

According to the Articles of Association as well as § 5 (2) and § 3 (2) of the Membership Regulations, DGSv members are obliged to base their activities on the "DGSv Code of Ethics" and support its further development.

This version of the Code of Ethics was adopted at the General Meeting on 12 November 2022. It is effective as of 1 January 2023. It serves to replace the Ethical Guidelines dated 15 November 2003.