



Give A Community A Gift
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Table of Contents

Energy Healers Association.....	1
Confidentiality:.....	1
Competence:.....	1
Sessions:.....	2
Insurance.....	2
Pre-Session/s agreement between the practitioner and client:.....	2
Upholding the Energy Healers Association:.....	3
Disciplinary Procedures.....	3
Appendix (ii).....	4
DISCIPLINARY PROCEDURE.....	4
5. The Disciplinary Hearing Procedure.....	7
6. Recommendation Of The Disciplinary Committee.....	8
Appendix (iii).....	11
Definition of Healing.....	11

Appendix (i)

Energy Healers Association

CODES AND ETHICS

Confidentiality:

The practitioner must adhere to client confidentiality (keeping a client’s secrets), unless a child is being seriously abused (such as sexually) or someone’s life is in danger (for example, if the client said they intend to kill their spouse that night).

Personal details such as phone numbers, email addresses and addresses of clients are privileged information may not be sold or given out to marketing companies.

Any details of the Session/s are also confidential, and written permission from the client is required before using the information in an article or case study.

Client details need to be stored securely under lock and key. If these details are on a computer, they need to be accessed with an alphanumeric password, which must also be securely placed.

Client details need to be stored for a minimum of 7 years, in case they are needed for legal reasons. The client’s doctor may only be contacted with the client’s written permission.

Competence:

The practitioner must not practice in return for payment, or in a formal voluntary role (for example, working as a volunteer practitioner in a mental health or cancer charity), or in a free marketing or customer service role (for example, during a free talk) any modality in which they have not received formal training to practitioner level. If the practitioner wishes to practice without any financial or commercial reward a modality in which they have not received practitioner-level training, they must make it totally clear to their client that they do not have the appropriate training, be sure that they have permission from the client to do so, and must limit this practice to very close family and

friends only. An exception to this is where the practitioner is doing a Session/s under strict supervision, and according to the instruction of their trainer, whilst doing their professional-level training (for example, performing a Reiki case study as instructed by their Reiki Master). The Energy Healers Association reserves the right to approve or disapprove of professional-level training. This approval is subject to successful application from the practitioner and/or the training body, the Energy Healers Organisation or EHO.

Sessions:

Sessions should take place in a safe and comfortable place.

A client needs to be given session/s with the utmost respect and non-judgment: even if what they are saying goes contrary to the practitioner's way of thinking. The issues need to be worked through without prejudice.

A Practitioner is in a position of trust and must never cross inappropriate boundaries. This includes the touching of private parts and requests to disrobe (unless it is part of, for example, an additional massage Session/s the practitioner is additionally qualified to practice and the client has already requested and agreed to).

- Children may be seen with the parent's written permission.
- If the parents leave the child alone with the practitioner, ***it is recommended that the practitioner get an indemnity signed to cover for personal injury in cases where the child is a self-harming patient.***

Practitioners must never promise a cure for any problem.

The doctor's care takes precedence over the complementary practitioners' care and it must never be recommended that they leave this care.

With energy healing, you are addressing the underlying energetic patterns with the goal of bringing balance and harmony within the energetic field of the person, when the body's energy field is balanced and flowing without disruption, the body can naturally heal itself. This does not replace medical or psychological care.

There are instances where energy healing is not the most appropriate immediate or other action, particularly where the client is needing urgent hospitalization (medical emergency, such as heart attack), a danger to themselves (about to commit suicide), others (some extreme psychiatric cases). Here the nearest emergency room may be contacted or a crisis line may be phoned.

Unless the practitioner is also a qualified nutritionist, dietician, or other suitably qualified medical practitioner, they may not prescribe supplements or advise on nutrition. They may, however, recommend one of these professionals in appropriate circumstances e.g. anorexia.

Insurance

It is recommended that you seek professional indemnity insurance, you can enquire from your local association or local insurance agent.

Pre-Session/s agreement between the practitioner and client:

It is important to fully inform the client. They need to know about the possibility of the risk of an abreaction and allow them to have the opportunity to exit at this point and not have the Session/s if that is their wish. At no point must you bully or force the client to continue.

Upholding the Energy Healers Association:

There also needs to be the following agreement regarding the Energy Healers Association herein afterwards referred to as the EHA the Industry body being the Energy Healers Organisation will from heron be referred to as the EHO:

- To always represent the energy healing techniques approved by the EHO and taught or trained by providers approved of by the EHA
- Not to take action that will be harmful or slanderous to the Energy Healers Association, any of its members or any of its approved healing methods. You should never bring the association into disrepute.
- Should there be wrong-doing by a member of the Association, the procedure is that members of the public and members of the Association report it to that associations committee, who will then decide upon appropriate action, after due process of a disciplinary committee hearing which could also include a monetary penalty and/or expulsion from the association. If further deliberations it is decided that the association can deal with it internally the EHO will not get involved, unless the complaint is escalated by the complainant for conflict of interest or impartiality, then our processes will take over and impartially decide on the merits of the case before deciding to go forward.

Protection for the Energy Healing Practitioner with regard to online, phone, and distant work:

As part of the pre-Session/s agreement, the practitioner will make the client aware of legal disclaimers. This is particularly pertinent when the session is conducted online via Skype or telephone.

The client must understand:

- the risks, benefits and alternatives to online, phone, and distant work, for example, differing laws across country or state borders.
- that every effort will be made to keep information confidential. However no internet or phone communication can be completely free from those that hack, but the practitioner undertakes to keep information secure on his/her side. The client needs to do the same.
- that the practitioner's qualifications have been openly shared and that there is agreement to work together under this knowledge.

Disciplinary Procedures

Practitioners will follow and abide by any disciplinary decisions made by the committee of the Energy Healers Association, which may include expulsion from the member organisation. In this case, no membership fees will be refunded.

The main concerns in the rare occurrence of disciplinary action are to protect the public and uphold the reputation of the association and all its members who abide by its Codes & Ethics.

I agree to the Codes & Ethics above,

Page 3/12

Document Title	Codes & Ethics		
Document Number	12.0	Date Compiled:	2011/06/15
Page Number	Page 3 of 12	*Last Revision Date:	16/02/08
Revision Number	Rev 5.1	Access:	public

Name:
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Appendix (ii)

Energy Healers Organisation

DISCIPLINARY PROCEDURE

1. INTRODUCTION

The purpose of this document is to provide a fair procedure governing the investigation and hearing of alleged breaches of the code of professional ethics and conduct for members of the Energy Healers Association as authorised and monitored by the Energy Healers Organisation(from here on referred to by the abbreviation “EHO”)

The Board of the EHO commits itself, through these procedures, to the development of a high standard of ethics governing the practice of Energy Healing.

The committee of the Energy Healers Association as the members representative for practitioners undertakes to uphold these high standards and as a member you are bound by the stands and ethics as explained.

These procedures are intended to be corrective and not punitive, where this is possible and desirable, taking into account the interests and protection of the public.

2. DISCIPLINARY COMMITTEE

A Disciplinary Committee shall be made up of at least three persons. The disciplinary committee must:

2.1. Conduct disciplinary hearings into alleged breaches of the code;

2.2. Ensure that disciplinary hearings are fair and comply with the procedures set out in this document;

2.3. On the basis of their findings recommend to the CEO appropriate sanctions in respect of breaches of the code.

3. INITIAL INVESTIGATION OF ALLEGED BREACHES OF THE CODE

Page 4/12

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 4 of 12	Access:	public
Revision Number	Rev 5.1		

3.1 Any person who believes that a practitioner has breached the code may lodge a complaint with the Association.

3.1.1. The complaint should be in writing; and

3.1.2. clearly disclose the alleged breach of the code.

3.2. The chief executive officer must, as soon as practicable after receiving a complaint, conduct an initial

investigation to determine if a “prima facie” case exists for a disciplinary hearing.

3.3. The CEO must inform the complainant that the complaint has been received and is receiving attention.

3.4. The CEO may, in it’s initial investigation:

3.5. interview complainants and other possible witnesses;

3.5.1. subject to clause 3.6, interview the practitioner who is alleged to have breached the code;

3.5.2. notify the practitioner of the alleged breach and, subject to clause 3.6, give the practitioner an opportunity to respond within the period specified in that notice;

3.5.4. gather evidence relevant to the alleged breach.

3.6. Before interviewing a practitioner as contemplated in clause 3.5.1, and in any notice contemplated in clause 3.5.2. the CEO must warn the practitioner :

3.6.1 of the practitioner’s right against self-incrimination; and

3.6.2 that any admission or explanation given by the practitioner may be used as evidence against the practitioner at a disciplinary hearing.

3.7. The CEO must keep a written record of the initial investigation.

3.7.1. The record may also be in video or audio visual format and must be accessible on request for a period of seven (7) years.

3.8. If the CEO is satisfied that there is sufficient evidence of a breach of the code by a practitioner, the CEO may refer the matter to the disciplinary committee for a hearing.

3.9 If the CEO is satisfied that: there is no case to answer the CEO will inform both the complainant and the practitioner of the finding and the reasons thereof.

4. NOTICE OF A DISCIPLINARY HEARING

4.1 Once a matter has been referred for hearing by a disciplinary committee, the chief executive officer or the chairperson of the disciplinary committee must issue a notice to the practitioner who

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 5 of 12	Access:	public
Revision Number	Rev 5.1		

has allegedly breached the code.

4.2 The notice must include:

4.2.1. the nature of the alleged breach;

4.2.2. the date, time and venue of the disciplinary hearing;

4.2.3. the practitioner 's right to be represented at the disciplinary hearing, including the right to legal representation;

4.2.4. the practitioner 's right to call witnesses to give evidence and to produce books, documents and other items in support of the practitioner 's case; and

4.2.5. the practitioner 's right to appeal against any recommendation of the disciplinary committee.

4.3 The notice must be served to the relevant postal, employment and/or residential address appearing on the MIS register by way of:

4.3.1 delivery by hand;

4.3.2. e-mail:

4.3.3. registered post.

4.4. The date on which the notice is served is regarded as, in the case of:

4.4.1. service by hand, the date of delivery;

4.4.2. service by e-mail, the date sent as reflected on the e-mail:

4.4.3. service by registered post, the date on which the letter was signed for in the absence of proof to the contrary.

4.5. The notice must be served on the accused at least fourteen(14) days before the date of the disciplinary hearing.

4.6 .If in the opinion of the committee, the offense committed is of such a nature that the accused could commit said similar offense or worse, the committee may decide to proceed with the matter in the absence of proof of delivery of the notice.

4.7 The chairperson of the disciplinary committee may issue a summons to any other person to attend the disciplinary hearing in order to give evidence or to produce any books, documents or other items.

4.8 If the practitioner fails to attend a disciplinary hearing, the disciplinary committee may deal with the matter in the absence of the practitioner .

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 6 of 12	Access:	public
Revision Number	Rev 5.1		

5. The Disciplinary Hearing Procedure

5.1 The disciplinary committee may postpone or adjourn a disciplinary hearing:

5.1.1. at its discretion; or

5.1.2. on the request of any party to the hearing, prior to the date set for hearing;

5.2 A postponement will not be granted where a particular practitioner's representative is otherwise engaged on the hearing date.

5.3 The disciplinary committee may appoint one or more suitably qualified assessors to be present at a disciplinary hearing, and to advise the disciplinary committee on matters of law, procedure and evidence, or other matters requiring specific expertise.

5.4 The practitioner charged with an alleged breach of the code is entitled to representation, including legal representation at any disciplinary hearing.

5.5. The disciplinary committee must:

5.5.1. record the evidence at a hearing; and

5.5.2. put the charge to the practitioner and ask the practitioner to plead to the charge;

5.5.3. inform the practitioner of the practitioner's rights:

(a) to representation, including legal representation;

(b) against self-incrimination;

(c) to an interpreter; and

(d) to adduce evidence and challenge evidence at the hearing.

5.6. If the practitioner :

5.6.1. pleads guilty to the charge, the disciplinary committee must decide whether or not to hear evidence regarding the charge and record the reasons therefor.

5.6.2. pleads not guilty, the disciplinary committee must hear the evidence regarding the charge;

5.6.3. refuses or fails to plead, the disciplinary committee must enter a plea of not guilty and must hear evidence regarding the charge.

5.7 If the practitioner charged with a breach of the code fails to attend the disciplinary hearing, and the disciplinary committee decides to proceed with the matter in the absence of the practitioner, it must enter a plea of not guilty and hear evidence regarding the charge.

5.8 If the disciplinary committee decides to hear evidence pertaining to the charge, every party to a hearing or the party's representative is entitled to:

Page 7/12

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 7 of 12	Access:	public
Revision Number	Rev 5.1		

- 5.8.1. lead evidence in support of their case;
 - 5.8.2. cross-examine any witness of an opposing party; and
 - 5.8.3. re-examine any witness led by that party.
- 5.9. Members of the disciplinary committee may question any witness at the hearing.

6. Recommendation Of The Disciplinary Committee

6.1 The disciplinary committee must make its recommendation on whether or not there has been a breach of the code of practice and ethics only after:

- 6.1.1. evidence has been completed; and
- 6.1.2. every party to an inquiry has been given a fair opportunity to be heard.
- 6.1.3. ample time has been given for the committee to apply their minds to the process.

6.2 If the disciplinary committee finds that the practitioner has breached the code, the committee must request the parties to make representations on an appropriate sanction. This may include the leading of further evidence, including evidence on any previous convictions of the practitioner for breaches of the code previously recorded through due procedures . A certificate issued by the chief executive officer containing details of any previous convictions constitutes prima facie evidence of such previous convictions.

6.2.1. The committee is not bound by any representations presented in terms of clause 6.2.

6.3 If the disciplinary committee finds that the practitioner has breached the code and recommends a sanction it must:

- 6.3.1. record its recommendations;
- 6.3.2. inform the practitioner in writing of its recommendations; and
- 6.3.3. submit the record of the hearing and its recommendations.

7. WRITTEN SUBMISSIONS TO THE CEO

7.1 On the basis of the recommendation of the disciplinary committee the CEO must recommend a finding and appropriate sanction, if any, and inform the practitioner concerned accordingly.

7.2 A practitioner who is dissatisfied with a recommendation of the disciplinary committee, may make written submissions to the CEO within fourteen (14) days of his or her knowledge of the recommendation of the disciplinary committee.

7.3 The written submissions must set out the grounds on which the practitioner believes the recommendation to be wrong.

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 8 of 12	Access:	public
Revision Number	Rev 5.1		

8 DECISIONS OF THE CEO

8.1 The CEO, after considering the recommendation by the disciplinary committee and submissions by the practitioner concerned, if any, may:

8.1.1. accept, reject or substitute the recommendation of the disciplinary committee wholly or in part; or 8.1.2. refer the matter to the appeals committee for review.

8.2 The CEO may impose the following sanctions on a practitioner who is found guilty of a breach of the code:

8.2.1. a caution or reprimand;

8.2.2. a written warning or final written warning

8.2.3. the expulsion of the practitioner from the EHO, or subject to specific conditions, the suspension of the practitioner's membership for a period, based upon the committee's recommendations.

8.2.4. recommend that the practitioner make reparations to the affected party or parties.

8.2.5. order the practitioner to issue a public written apology if this is considered suitable to the offense.

9 APPEAL COMMITTEE

9.1 Any practitioner who is found guilty of a breach of the EHO Code of Ethics may appeal to the CEO against the findings or sanction of the disciplinary committee or against both.

9.2 The appeal must be lodged with the Chief Executive Officer, within fourteen (14) days after the disciplinary committee has informed the accused of its recommendation.

9.3 The CEO may-

9.3.1. dismiss the appeal against the recommendation of the disciplinary committee and confirm the recommended findings or the sanction or both; or

9.3.2. uphold the appeal against the recommendation of the disciplinary committee wholly or in part and it must, in this instance refer it to the appeals committee within 30 days of its decision reaching the accused referred to in 9.1.

9.4 The CEO must appoint an appeals Committee of at least 3 persons to hear the appeal.

9.5 A person hearing an appeal must not have been a member of the disciplinary committee which dealt with the matter..

9.6 The appeal should be based on the record of the proceedings of the disciplinary committee. In exceptional cases, the Appeals Committee may hear new evidence in relation to the appeal but only where such evidence was not reasonably available at the time of the disciplinary hearing and may have had a material impact on the outcome of the disciplinary hearing or unfairly biased the

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 9 of 12	Access:	public
Revision Number	Rev 5.1		

outcome due to the lack thereof.

9.7 The Appeals Committee must consider the appeal within 90 days after the notice is delivered to the Chief Executive Officer.

10 THE APPEAL PROCEDURE

10.1 The appeal referred to in Section 9 above must specify the grounds upon which the accused believes the findings and sanction to be incorrect or unfairly prejudiced.

10.2 The appellant, the CEO and the complainant or their representatives should be given an opportunity to present argument on the appeal before the Appeal Committee reaches a decision.

10.3 The Appeals Committee will make a recommendation to the CEO based on their findings.

10.4 The CEO, after considering the finding and penalty recommended by the Disciplinary Committee or the Appeals Committee, may-

10.4.1. confirm or set aside the finding;

10.4.2. confirm or set aside the sanction; or

10.4.3. refer the matter back to the Disciplinary Committee or Appeals Committee as the case may be for further deliberations.

10.5 A disciplinary finding and sanction only takes effect on confirmation by the CEO..

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 10 of 12	Access:	public
Revision Number	Rev 5.1		

Appendix (iii)

Definition of Healing

What is healing? This is a word that has many misunderstandings. We are energy healers, and it is important to be recognized as healers in the right context, that of energy healing.

Healing is:

- A journey, as well as a destination. Results may be immediate and lasting, or they may take time. This depends on the challenges to be solved, the healing modality used, and the physical, emotional, mental, and spiritual condition of the person seeking healing.
- Partial or complete.
- What we want to happen or what we do not expect or think should happen. For example, when healing a painful knee, we may get total relief immediately, or we may initially experience no noticeable improvement in the knee itself. We may suddenly be aware of a pain in the hip that is being helped, we may experience and improvement in our gait or posture, or we may release unexpected emotions. In other words, the healing may need to go to the level of root causes first. Another example for that knee may be that there is damage beyond repair, and so the healing helps us halt or slow down the progress of deterioration of this body part.
- Congruent with what is best for the situation. This is known as the Highest Good. It is not up to us to decide what is right for us. Energy Healing helps us to get clarity and steers us in the right direction for us and our situation.
- Holistic. When you attend a doctor appointment, your doctor will help you fix the symptom that is presenting. So a painful knee, after the appropriate tests, may be fixed with an operation on the knee. But this approach completely ignores any slight imbalance at the hips, for example, which can be the cause of the knee damage in the first place. Eventually, the

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 11 of 12	Access:	public
Revision Number	Rev 5.1		

knee can become damaged again, or the other knee, or the hip can become painful. So, an operation may be done on the other knee, or the hip. A holistic approach would be to help the knee and any root causes.

- Complementary to conventional medical treatment. For example, if you have an infection, it may be important to treat it with antibiotics. Energy healing helps you to be strong from inside, so you can fight off infections yourself in the future. Your practitioner can work with your doctor to ensure best results. Some doctors are also energy healing practitioners, although this is rare.

Healing is not:

- A cure in the medical sense of the word.
- Always in the direction we expect.
- Always for the preservation of life. For example, a terminally ill person can be helped to die in dignity and less discomfort by energy healing, rather than to live. It may be that a complete cure is not possible.
- Please note that the above is not always the case. It may well be that energy healing can help the person live for longer or even have a complete turnaround. However, it is best to approach healing with an open mind and a willing heart, and what will be will be.
- A substitute to appropriate medical care.
- Exclusive to any belief, creed, or religion.
- Something that is done to the client. The practitioner or healer facilitates the client's own healing process for the Highest Good.
- A treatment, a cure, anything involving diagnosis or giving of medicines or herbs.

I agree to these terms and conditions and agree to abide by the code of ethics

Address: _____

Name of Duly Authorised signatory:

Date: _____

Document Title	Codes & Ethics	Date Compiled:	2011/06/15
Document Number	12.0	*Last Revision Date:	16/02/08
Page Number	Page 12 of 12	Access:	public
Revision Number	Rev 5.1		