

Code of Ethics of the Public Organization
**Public Organization "Oksana Bolotova's Association of Neuro-
Linguistic Programming"**

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1. Introduction and definition of key terms used in the Code.

1.1. Code of Ethics

The Code of Ethics of the Public Organization "Association of Neuro-Linguistic Programming" (hereinafter referred to as the Association) is the main document regulating the professional activities of the Association and its members. It defines key principles, values, and standards of conduct, ensuring compliance with the rights and obligations of all parties.

The code was developed based on Ukrainian legislation, international law governing the activities of public organizations, best practices from Oksana Bolotova's NLP School, and

good international practice use neuro-linguistic programming (NLP).

1.2. The

Public Organization "Oksana Bolotova Association of Neuro-Linguistic Programming" is a voluntary civic association formed on the basis of the unity of interests of professionals engaged in the development of the field of cognitive psychology Neuro-Linguistic Programming in Ukraine, which determines activities aimed at developing and improving the professional level of psychologists and psychological science in Ukraine. (According to the Charter of the Oksana Bolotova Association of Neuro-Linguistic Programming)

1.3. Members of the Association

Members of the Oksana Bolotova Neuro-Linguistic Programming Association are individuals who have joined the organization in accordance with the procedures established by the Charter, share the values, goals, and objectives of the Association, and comply with the provisions of the Association's Charter and Code of Ethics.

1.4. Neuro-Linguistic Programming

Neuro-Linguistic Programming is a branch of cognitive psychology that studies and applies natural, barely conscious or unconscious human cognitive strategies (processes of memory, perception, thinking, imagination), creating conditions for their conscious use for self-help, psychological assistance, counseling, and psychotherapy to achieve mental and psychological health (definition adopted by the Association).

1.5. Neuro-Linguistic Psychotherapy

Neuro-linguistic psychotherapy is the application of NLP in psychotherapy, which uses the techniques, methods, and approaches of neuro-linguistic programming to provide professional psychotherapeutic assistance to clients in order to achieve mental and psychological health.

2.Purpose of the Code

- To establish ethical standards for members of the Association.
- Protecting the rights and interests of clients, Association members, and society.
- Regulating professional relations within the Association and with external partners.
- Maintaining a high level of professionalism in the field of NLP.
- Ensuring compliance with confidentiality and ethical interaction.

3.Core values of the Association

3.1. Professionalism

Supporting a high level of competence and quality of services provided.

3.2. Ethics and transparency

Openness, honesty, and respect for the rights of clients, Association members, and society; transparency and honesty in the use of NLP techniques and methods, and their application in the interests of clients.

3.3. Human rights

Respect for freedom of choice, self-determination, and personal boundaries.

3.4. Participation without barriers.

The Association strives for equal opportunities for all, respecting physical, cultural, religious, and personal differences, while maintaining priority professional skills and achievements.

3.5. Confidentiality

Respect for the right of clients and members of the Association to protect their personal information.

3.6. Support for personal growth

Promoting the development of Association members, clients, and society as a whole.

3.7. Environmental sustainability

Creating a safe and comfortable environment for psychological work.

3.8. Resilience

We support the professional stress resistance of Association members,

creating conditions to prevent burnout and strengthen internal resources.

4. Rights of the Association

The Association has the right to:

- 4.1. Develop and implement standards of professional practice in the field of NLP, based on ethical and technical standards adopted by the Association.
- 4.2. Represent the interests of its members at the national and international levels.
- 4.3. Open representative offices of the Association and regulate their work in accordance with the Charter, Code of Ethics, and ethical and technological standards of the Association.
- 4.4. Conduct educational events and scientific research.
- 4.5. Monitor compliance with ethical standards by members of the Association.
- 4.6. Protect intellectual property created by members of the Association.
- 4.7. Develop and implement ethical and technical standards of NLP adopted by the Association, creating conditions for their adaptation and use in different cultures.
- 4.8. Protect the rights of Association members, including legal protection.

5. Responsibilities of the Association

5.1. To create a safe information and training environment to improve the professional level of Association members:

- Ensure its members conditions for professional growth, learning, and interaction.
- Provide access to educational programs, resources and scientific research.

5.2. Regulation of professional activity:

- Develop and update ethical and technical standards for NLP techniques approved for use within the Association, and promote their adaptation and use in different cultures around the world.
- Monitor compliance with ethical principles among Association members.

5.3. Protect the rights and freedoms of Association members to national and international levels.

- Represent the interests of its members in state and international organizations.
- Provide legal and methodological support in the event of conflicts.
- Assist in protecting the intellectual property of the Association's members.

5.4. Protection and Respect for Clients' Rights:

- Promote the protection of clients' rights to receive high-quality and safe psychological assistance.
- Develop and distribute materials that help clients understand the essence and goals of NLP.

5.5. Promoting NLP and the ethical and technological standards of NLP adopted by the Association:

- Inform the public about the possibilities and advantages of NLP used in the Association, adhering to high standards of transparency and ethics.
- Organize scientific research, conferences, and seminars to increase trust in the Association's NLP as a branch of cognitive psychology.

6. Rights of Association members

Members of the Association have the right to:

6.1. Participate in the management of the Association and its activities.

- 6.2. Use NLP standards and methodologies approved by the Association.
- 6.3. Use the methodologies of other NLP schools that do not contradict the standards and ethical norms for performing techniques in the Association.
- 6.4. Use techniques from other areas of psychology and psychotherapy that do not contradict the standards and ethical norms for performing techniques in the Association.
- 6.5. Defend their professional rights and receive support from the Association.
- 6.6. To learn and develop professional skills within the framework of the Association's programs.
- 6.7. Receive methodological assistance and advice from colleagues and the Association's management.
- 6.8. Freely join and leave the Association.
- 6.9. Maintain the confidentiality of their private and professional information.

7. Responsibilities of Association members

Association members are required to:

- 7.1. Comply with the Charter, Code of Ethics, and ethical and technological standards adopted by the Association
 - Be guided by the principles established by the Association's Charter and Code of Ethics
 - Apply NLP techniques and methods exclusively in accordance with the ethical and technological standards for the implementation of NLP techniques approved by the Association and only within the scope of their professional competence.
- 7.2. Professional responsibility:
 - Ensure the safety and well-being of clients when providing services.
 - Respect the client's right to choose, make independent decisions, and refuse psychological assistance.

- Inform the client about working methods, goals, and possible outcomes before beginning cooperation.
- Guarantee the protection of clients' personal data and keep confidential any information obtained in the course of interaction, except in cases provided for by law.
- Inform clients about the need to comply with the law in the work of Association members.
- Continuously improve their knowledge and skills in the field of NLP by participating in the Association's educational programs and certification events.

7.3. Personal responsibility

- Maintain your professional and emotional well-being, seek supervision or psychotherapy in a timely manner in case of burnout.

7.4. Professional ethics in a collegial environment:

- Respectfully interact with colleagues, avoiding criticism that undermines their professional reputation.
- Provide support and exchange experiences by sharing professional knowledge within the Association.
- Refrain from actions that damage the reputation of the Association or its members.

7.5. Continuous professional development:

- Continuously improve your professional level, both within the Association and in other organizations.

7.6. Development of the Association:

- Participate in projects and events aimed at developing the Association and promoting its values.
- Promote high standards of professionalism and respect for NLP in society.

7.7. Legal and financial integrity:

- Fulfill financial obligations to the Association, including timely payment of membership fees.
- Not to take any actions that could lead to legal or financial risks for the Association.

7.8. Participation in conflict resolution:

- Resolve disputes with clients, colleagues, and the Association within the framework of the Ethics Committee and in accordance with the Charter.
- Promote fair resolution of complaints and disputes, involving independent experts when necessary.

8. Ethical principles of interaction

8.1. With clients

- Respect for the client's individuality, choices, and boundaries.
- Protection confidentiality and personal data, guarantee personal safety, creation of a safe and trusting working environment.
- Clear compliance of environmental approaches, avoiding manipulative or coercive influence.

8.2. With colleagues

- Supporting an atmosphere of mutual respect and professional ethics.
- Cooperation in supervision and exchange of experience to improve professionalism.
- Refrain from actions that could undermine the reputation of colleagues.
- Resolving professional conflicts through constructive dialogue or referral to the Ethics Committee.

8.3. With society

- Promoting NLP as a scientifically based, environmentally friendly, and ethical approach to psychotherapy and counseling.
- Participation in events aimed at improving the mental health of society and maintaining the availability of psychological assistance.
- Taking responsibility for the Association's public reputation and building trust in the professional community.
- Promoting the improvement of mental health in society.

9. Violations of Ethical Principles of Interaction

(Manipulation of All Kinds)

- Using the functioning of cognitive processes of the brain and NLP technologies to create cognitive perception and manipulate the consciousness of colleagues or clients for the purpose of deception, changing behavior in the interests of the manipulator, worsening physical and psychological condition, appropriation of property, intellectual property, destroying meaningful relationships or creating artificial relationships (types of pick-up), intentionally restoring an overcome dependency or creating a new artificial dependency, intentionally concealing changes in values in the interests of the manipulator or persons with whom the manipulator has entered into a prior agreement.
- Intentional appropriation of intellectual property of colleagues in the Association
- Using information obtained in the course of consulting (training) for manipulation and/or blackmail, as well as for obtaining unlawful benefits, both financial and moral.

10. Mechanisms for protecting rights, regulating disputes, and imposing penalties in the event of violations of the Ethical Principles of Interaction (Manipulation of All Kinds)

10.1. Violations of the Ethical Principles of Interaction are recorded on the basis of:

10.2. Complaints submitted to a member of the Ethics Committee.

10.3. Recording of types of manipulation for which NLP techniques were used negatively, in accordance with Appendix 1 (only for members of the Ethics Committee) and in the process of identifying manipulation in accordance with Appendix 2.

11. Dispute resolution and punishment mechanisms

11.1. Ethics Committee

- The authorized body of the Association that considers cases of violations of the Code of Ethics and regulates disputes between members of the Association or with clients.
- The Ethics Committee is formed, to ensure objectivity, from independent experts, members of the Association, and lawyers.
- The Committee is required to consider appeals within 30 calendar days of their submission.

11.2. Complaint Procedure

- Complaints shall be submitted in writing to a member of the Ethics Committee for Public Relations, stating all facts and circumstances.
- The committee conducts a preliminary review and may request additional materials from the parties.

11.3. Stages of complaint review

- Receipt and registration of the complaint.
- Initial assessment of the situation and its legality.
- Scheduling a hearing with all interested parties.
- Making a decision and notifying the parties of its results.

11.4. Consequences of violations

Depending on the severity of the violation, the following measures may be applied:

- A remark or recommendation for correction.
- Temporary restriction of professional activity within the Association.
- Expulsion from the Association.
- In cases of intentional manipulation, fraud, or attempted use of intellectual property, publication of information on the Association's media resources.

- The decision on the presence of manipulation, fraud, or intentional use of intellectual property is made by the Ethics Committee + the Board.
- If necessary, third-party experts may be invited.
- In cases of intentional violation of the Criminal Code of Ukraine, an appeal shall be made to the official authorities.

11.5. Right of appeal

- Members or clients may appeal the decision of the Ethics Committee within 10 days of its adoption.

11.6. Legal protection

- The Association provides its members with legal support within the scope of their professional activities.
- Legal protection applies to cases where the actions of Association members comply with the standards of the Code of Ethics.

12. Final provisions

12.1. Status of the document

- The Code of Ethics is the basic guideline for all members of the Association, clients, and partners.
- The Code shall come into force upon its approval by the authorized body of the Association.

12.2. Procedure for making changes

- Amendments to the Code shall be made on the basis of decisions taken by the general meeting of the Association's members.
- The Code is reviewed every 5 years to keep it up to date.

12.3. Mandatory compliance

- Compliance with the Code is mandatory for all members of the Association.

- Violation of the provisions of the Code is considered a violation of professional standards.

12.4. Public availability

- The Code is published in the public domain so that all interested parties can familiarize themselves with its provisions.
- The document has been developed in accordance with national and international legislation, ensuring the protection of the rights of all parties and supporting a high level of professionalism.