

## Sutherland-Chan Code of Values and Conduct

*As a member of the Sutherland-Chan School community:*

*I am honest.*

- I am reliable in doing what I say I will do.
- I communicate willingly and honestly.
- I uphold the honour and integrity of the massage therapy profession.
- I honour my contractual and non-contractual relationships.
- I am clear and forthcoming about my credentials and qualifications.
- I act within the limits of my current education level, the massage therapy scope of practice, or other professional code as applicable to me.
- I acknowledge conflicts of interest and address them openly, seeking assistance as needed.

*I am respectful.*

- I am respectful of the massage therapy profession and seek to advance its best interests.
- I am respectful of the laws, regulations and policies that apply to my conduct and my work.
- I respect the worth, individuality, life experience and autonomy of my patients and colleagues.
- I recognize that people deserve respect in the performance of their roles and responsibilities.
- I support freedom of expression and listen to and respect my patients' and colleagues' needs, choices, opinions and values.
- I appreciate the cultural diversity and different beliefs of my patients and colleagues.
- I am aware of and respect the boundaries that apply in my interactions with patients, colleagues and members of the school community.
- I approach problem-solving and conflict situations in an open and collaborative manner.
- I am respectful of the property of others.

*I am self-reflective.*

- I consciously reflect on my values and how they apply in situations that arise.
- I am committed to behaving with integrity in the performance of my roles and responsibilities.
- I seek self-awareness of my own pre-conceived ideas and assumptions and do my best to prevent them from interfering with my educational and clinical work.
- I am accountable for my learning, my work and my own behaviour.
- I carefully consider potential power-imbalance, conflict or dual relationship scenarios and seek to act according to my best self.
- I take responsibility for self-regulation and for seeking assistance as needed in situations that are difficult or challenging.
- I seek to recognize when personal issues are impacting on the performance of my roles and responsibilities.

*I am competent.*

- I am responsible and dedicated.
- I value competence and understand that it is essential for good health care delivery.
- I am attentive to all forms of communication: verbal, non-verbal, written, electronic, Internet/social media.
- I recognize the expertise of others and am comfortable consulting and referring when needed.
- I do not come to school or provide treatments while under the influence of drugs or alcohol.
- I am diligent in fulfilling my educational and professional obligations.

- I seek out current information and research and use such resources to inform my educational and clinical work.
- I expect integrity and competence from myself and my colleagues and actively engage in quality control measures in my learning/work environment.
- I collaborate with others in the best interests of learning and patient care.
- I strive for excellence in my work.

*I am ethical.*

- I have internalized a value system that requires professional beliefs and behaviours.
- I seek advice and mentoring when I am unsure.
- I act in the best interest of my patients, and of all patients who come to the school.
- I am conscientious in informing my patients and receiving their consent before proceeding with assessment and treatment.
- I do not disclose information given to me in trust except when legally or morally obligated to do so.
- I use an ethical decision-making model.
- I behave professionally independent of my personal beliefs.
- I respect and adhere to the school's non-academic policies, the CMTO's standards for ethical practice, and laws that pertain to professional practice and human rights.
- I reject any form of exploitation, harassment, abuse or discriminatory behaviour.
- I do not stay silent when I am aware of unethical or abusive behaviour.

*I am caring.*

- I provide sensitive and compassionate patient-centred care.
- I help create a positive, supportive learning environment.
- I communicate as clearly and effectively as I can, taking into account the needs and capacities of the other person.
- I employ touch with therapeutic intent.
- I strive to understand and respect the personal and therapeutic touch boundaries of my patients and colleagues.
- I protect my patients' dignity and physical and emotional privacy.
- I am sensitive to the possibility of touch-triggered responses and react compassionately within my scope.
- I act in a warm-hearted, safe manner in power-imbalance situations.
- I am committed to my own healthy practices, managing my stress, and my personal care.

*I am engaged and community-minded.*

- I pursue continuous learning to stay current with my knowledge and skills.
- I continue to develop in my understanding of diversity, human rights and social justice.
- I challenge myself to develop diversity skills.
- I share knowledge and skill with openness and integrity.
- I willingly engage when situations require teamwork.
- I collaborate with others and engage in multidisciplinary dialogue and cooperation.
- I support the spirit of inquiry and evidence-based pursuits.
- I seek consultation/supervision as part of my ongoing professional development.
- I am an advocate for quality health care.
- I recognize that health care professionals must uphold society's trust.
- I recognize that I represent the massage therapy profession in the community.
- I do my part to bring massage therapy to those who might otherwise not be able to access it.
- I think about how my work and my actions affect the community.