

CODE OF ETHICS (2024)

(Adapted from National Organisation for Human Services adopted 2024)

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Attachment: CAHS Professional's Document Committal Record

1. HISTORY

Canines have been a part of human history since cave-dwelling tribes used dogs in their hunting parties and as alert systems. There are many depictions of dogs assisting a person with a disability throughout history, with the first recorded example in first-century AD Rome. There were sporadic attempts at training dogs to assist visually impaired people throughout the 1700s and 1800s. The first organization to focus on training Guide Dogs was opened after World War I in Oldenburg, Germany. There was no other classification at the time for such a use of a dog, so it fell into the Working Dog classification. In 1982 the [Canadian Charter of Human Rights and Freedoms](#) was established which laid the groundworks for Guide/Assistant/Service Dogs. This was not protected until 2010, when the Human Rights Tribunal established the determining factor that a person must be able to demonstrate that they have a disability which is assisted by a dog. This was later refined in 2015 by [Canadian Federal Law \(Justice for Animals in Service Act \(Quattro's Law\)\)](#) to state "Service animal is defined as an animal that is required by a person with a disability for assistance and is certified, in writing, as having been trained by a professional service animal institution to assist a person with a disability."

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In 2012, after the media brought awareness to the benefits of task-trained PTSD Service Dogs for veterans in Canada, the Federal Conservative Government prematurely promised and dedicated \$50 million dollars to fund PTSD Service Dogs to veterans. When the funds were set up and “trainers” and “organisations” gained access to the funds, it was quickly determined that there were no federal regulations regarding Service Dogs, training standards, minimum credentials, etc. for the industry. As such, the Federal Government was forced to claw back the promised funds. In 2013, the first Canadian Military Assistance Dog Summit was convened and sketched the initial path towards a Canadian National Standard for Service Dogs through the Canadian General Standards Board (CGSB). Unfortunately, this path was plagued with conflict, controversy and was not adequately set up to develop public policy or deal in areas involving human support services. In 2017, a final draft was submitted for public review but when the various problems were brought to light, further efforts by this organisation were not supported.

Additionally, each province and territory have the power to establish their own definition and legislation regarding Service Dogs. Some have specific Service Dog Acts, others have the Service Dog details within their Human Rights Code, some limit the recognition of a specific number of organisations, and some do not require anything but a doctor’s referral of the need of a Service Dog. Due to the lack of a national standard for Service Dogs, each province and territory can specifically recognise (or refuse to recognise) objective accreditations organisations within Canada ([Human Resource Standards Organisation \(HRSO\)](#), [Canadian Accreditation Council \(CAC\)](#), etc.), or other objective international Accreditation Organisations ([Council On Accreditation \(CAO\)](#), [International Standards Organisation \(ISO\)](#), etc.) or recognise such organisations like [Assistant Dog International \(ADI\)](#) or [International Guide Dog Federation \(IGDF\)](#) which are intertwined American and UK based organisations (with each a coalition of either non-profit, membership accrediting or self-accredited but do not have any Canadian or Internationally recognised objective Accreditation). The cumulative effect is that everyday Canadians with a disability requiring the task-trained support of a Service Dog encounter barriers within the provinces/territories, Canada (against the [Human Rights Act](#), [Accessible Canada Act](#) and [Competition Act](#)) and internationally by the bureaucracies within the various federal and provincial governments’ practices.

The latest attempt at a National Standard was started in 2021 by [The Canadian Foundation for Animal-Assisted Support Services Service Dog Brief Notices of Intent](#) and resulted in the first standard in Canada for the Animal Assisted Human Services Industry: [CAN/HRSO – 500.01-2023-A1 Development of a Management System for Animal Assisted Human Services \(AAHS\)](#). Development of a Management System for Animal Assisted Human Services (AAHS). This standard was initiated after a market study was performed and found that not only were Service Dogs lacking significant federal standards, other such Animal Assisted Human Service fields in terminology, practices, etc. were severely lacking and potentially unsafe. This all-encompassing initial standard (Service Dogs, CAI Dogs, Equestrian Therapy, etc.) was intended to be the first of many such standards that are needed for the AAHS Industry, all who benefit from them, all who interact with them and the standardisation of public knowledge and understanding. This first standard is already being used as a seed document in other countries in establishing their own national standards for this industry. Within Canada, these efforts have been actively resisted by established larger organisations that chose to not partake in a collaborative effort in developing the standards, as well

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as various governmental agencies through lobbyist actions. There is significant revenue potential for both For-Profit and Non-Profit organisations, so those currently established are benefitting from the secured revenue and doing what they can to protect it, even when they cannot meet the existing demand.

Human Services has within it the Animal Assisted Human Services Industry (where an animal is used to support a human with their disability or disabling effects, through Health Practitioners using animals to support their clients, or with support in the educational sector). The field of Canine Assisted Human Services (CAHS) as a breed specific part of the Animal Assisted Human Services (AAHS) Industry that includes Service Dogs and the various roles of Canine Assisted Intervention (CAI) Dogs, formerly referred to as Therapy Dogs. It is very important that these roles within the CAHS Field are not intertwined, as Service Dogs bring with them the vital Human Rights Protection. The dogs are trained for their individual's needs due to their inherent right of Public Access, so the performance of the team's Public Access conduct must be above approach to ensure the rights of others are also being protected. Having a dog switch role between Service Dog to CAI Dog removes the dog's ability and boundary to only work for their intended individual and subsequently violates the intent and truest definition of what a Service Dog is.

2. PREAMBLE

The Ethical Standards for Human Service Professionals by the National Organisation for Human Services (2024) states "The field of human services is broadly defined, uniquely approaching the objective of meeting human needs through an interdisciplinary knowledge base, focusing on prevention as well as remediation of problems, and maintaining a commitment to improving the overall quality of life of service populations. The human services profession is one which promotes improved service delivery systems by addressing not only the quality of direct services, but also by seeking to improve accessibility, accountability, and coordination among professionals and agencies in service delivery." VIK9 Assisted Human Services Society (AHSS) adheres to these qualities in the human, canine and team aspects of CAHS and we will do all actions to safeguard the health and well being of the canine as they would not have anyone to advocate for them otherwise. All training, support and services shall be conducted with the highest quality of respect, dignity, and professionalism. AHSS strives to provide education and accountability for all concerned, as to ensure the best quality of support in improving persons with disabilities or disabling effects through CAHS.

3. PURPOSE

This ethics code aims to establish a set of principles and standards to guide decision-making and conduct for all canine-assisted human services that this organization is to support directly or indirectly. It safeguards the well-being of clients and the canines, upholds the profession's integrity, and fosters trust and respect in all professional relationships. VIK9 AHSS adapts this code to promote excellence in service delivery, ensure ethical practice in diverse social contexts, and address ethical dilemmas with professionalism and moral clarity. By adhering to this code, members commit to the highest standards of ethical behavior in their field, which transcend legal

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requirements, foster enduring trust and respect, and advance the principles of human dignity, social justice, and responsible stewardship of the care placed in them by clients, the canines involved and society towards making profound contributions to their well-being. **Persons who use this code include members of the VIK9 Assisted Human Services Society (Board of Directors, Executives, Administrative and other Support Staff, Volunteers, Trainers, Trainees, Practitioners, Employers, Supervisors, and others in community agencies who identify through this organization with the Canine Assisted Human Services industry and community).** The ethical standards are organized according to defined professional domains for all who represent, are employed, or volunteer for VIK9 AHSS. This ethics code emphasizes our unwavering commitment to ethical decision-making, a cornerstone of the overall human services profession. This commitment obliges all CAHS professionals to continuously reflect, prioritize the welfare and rights of service recipients, and navigate complex ethical landscapes with diligence and moral clarity. It mandates seeking counsel and adherence to established ethical guidelines when confronting dilemmas and ensures decisions are made with integrity and transparency. When engaged in matters related to this Society, all members must keep with VIK9 AHSS Respectful Workplace Policy and be free from any discrimination or harassment prohibited by the [Canadian Human Rights Act](#) and [BC Human Rights Code](#).

4. RESPONSIBILITY TO CLIENTS

4.1 CAHS professionals recognize and build on client, canine and community education.

4.2 At the beginning of the relationship, the CAHS professionals obtain informed consent for services from clients. Contracts for the specific services by VIK9 AHSS will be drafted between this Society and the clients which will identify the details of the arrangement and what costs are refundable (if any). VIK9 AHSS will inform all clients that they may withdraw consent at any time and can ask questions before agreeing to the services. Clients who are unable to give consent should have those who are legally responsible for them review an informed consent statement document and provide appropriate consent. Any agreement will be signed by the client (Legally able to do so) or their designated Legal Authority and the VIK9 AHSS designated authority. In the case of mandated services, CAHS professionals explain to clients their right to consent, including limitations to confidentiality and privacy, and consequences from service refusal.

4.3 CAHS professionals protect the client's right to privacy and confidentiality except when such confidentiality would cause serious harm to the client, the canine in question or others, when agency guidelines state otherwise, or under other stated conditions (e.g., local, provincial, or federal laws). CAHS professionals inform clients of the limits of confidentiality prior to the onset of the helping relationship.

4.4 When a CAHS professional suspects a client's behavior may endanger themselves, the canine in question or others, they must take appropriate and professional actions to ensure safety, which may include consulting, seeking supervision, or, in accordance with provincial and federal laws, breaching confidentiality.

4.5 CAHS professionals recognize the potential harm and impaired judgment resulting from dual or multiple relationships with clients. If such relationships cannot be avoided, professionals must

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assess whether to limit or forego the professional relationship and make appropriate referrals as needed.

4.6 CAHS professionals must not engage in sexual or romantic relationships with current clients. In the case of former clients, their friends, or family, professionals must thoroughly assess any potential harm or exploitative dynamics before considering such relationships.

4.7 CAHS professionals ensure that their personal values or biases are not imposed upon their clients.

4.8 CAHS professionals are responsible for safeguarding the integrity, safety, accuracy, and security of client records (including billing). Client information, whether in written or electronic form, can only be shared with other professionals with the client's prior written consent, unless required or allowed by law or during professional supervision.

4.9 When providing services using technology, CAHS professionals take precautions to ensure and maintain confidentiality and comply with all relevant laws and requirements regarding storing, transmitting, and retrieving data. In addition, CAHS professionals ensure that clients are aware of any issues and concerns related to confidentiality, service issues, and how technology might negatively or positively impact the helping relationship.

4.10 CAHS professionals will take all relevant data from the client to:

- a) determine which Service Dog Programs would provide best chance of success and be most cost effective.
- b) determine best options of breed, traits and temperament that would best support their individual needs, lifestyle, living space, etc. for the Service Dog Provision Programs.
- c) can assist confirming the source, breed, traits, and temperament of an intended dog being purchased by a client for the Service Dog Owner Trainer Programs is suitable for the client's Service Dog needs, lifestyle, living space, etc.
- d) perform a suitability assessment on a pet canine that the client intends to be trained into a CAHS Dog.
- e) provide the best available CAI/CIT Dog(s) to support the client's needs of support for others.

4.11 CAHS professionals will ensure all instruction will be given as to allow the Client (or the intended handler) of the CAHS to effectively carry out positive, humane and proper care and control of the CAHS through: distinct verbal & visual commands; proper and humane leash control; using proper and humane training devices/tools; proper use of reward and praise to positively reinforce desired behaviours of the canine. The CAHS professional will assist the client in doing self-checks (until they are able to perform them on their own) to determine if/when the CAHS dog is working or not and therefore the client/handler will support and not confuse the CAHS when it is performing discretionary discipline (priority of task over obedience (TOO)). All efforts are to promote a healthy bond and appropriate relationship between the team and/or CAHS and the client when not a Service Dog (3F, Fun, Focused Fitness). The routine, structure, boundaries, relationship, and mutual meetings of needs is required to maximize the service life of the CAHS for the client.

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4.12 CAHS professionals will impartially receive and objectively investigate any complaint (in the prevue of the Society’s responsibilities) against the client with the belief and practice of “innocent until proven guilty”, confirming the legitimacy of any complaint first, identify all facts and aspects of the situation before making a report to the Society’s designated authority. That person will consider all appropriate options available and where refresher training of the handler will rectify a repeat occurrence, then that option may be offered.

4.13 CAHS professionals will be available to receive updates regarding the client’s well-being, diagnosis, change of conditions or any other change that may delay, interfere, or amend the conditions of the individual training session and/or arrangement. Any changes to the arrangement must be communicated in a timely manner to the proper authority within the Society to determine how best (if possible) to further support the client.

4.14 CAHS professionals will ensure the training and/or working environment of the Client, Handler or others are protected as a “SAFE PLACE” in that the CAHS professional will respectfully and appropriately intervene with any inappropriate actions that could jeopardise the effectiveness of the work, training, support, etc. until such time the Client can advocate for themselves. All CAHS professionals will maintain an up to date and clean Criminal Record Check for Vulnerable Persons and all VIK9 AHSS personnel will be adequately vetted to ensure VIK9 AHSS activities maintain and promote clients and staff feeling safe. All Clients, Handlers, Staff, etc. will be aware of the expectations of themselves and others.

4.15 Clients have a right to information discussed between their helper and other professionals, except when provincial or federal law notes otherwise. All information discussed among professionals should be kept confidential from all others, except when withholding information would lead to harm to clients, others, or communities.

5. RESPONSIBILITY TO CANINES

5.1 CAHS professionals will carry out all possible vetting to ensure that a Canine is being selected from a reputable (and where possible CKC registered breeder) as to as to not support inappropriate or unsafe breeding practices.

5.2 CAHS professionals will conduct practices that would best support the health, wellness, development, training, and employment of any Canine under their care or responsibility of ownership. All measures will be taken to ensure all Canines under their care, in accordance with the established [Code of Practice for Canadian Kennel Operations \(2018\)](#) for larger operations and following the spirit of this specific Code for smaller operations as to ensure the canines in their care are protected (as best as possible) from injury, illness or harm. All protective measures will be taken to best protect the Canine current and long-term health and well-being which may include recovery of Canines owned by the Society, rehabilitation, retirement from Service Dog service, CAI Service, and/or in cases where the Society does not own the Canine, they will report an incident to the proper animal control authorities to remove the Canine from an environment where it is being willfully or neglectfully harmed.

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5.3 CAHS professionals will ensure that regular check ins are being conducted to not only confirm the Canine's effectiveness to work (maintain its certifications) but also to ensure the health, welfare, and quality of life of the Canine is being properly taken care of by its responsible Handler.

5.4 CAHS professionals will ensure that Veterinary consults will be sought and documented when determining significant aspects of the current and future health of the Canine needs to be tracked. This includes determining when to have the dog spayed/neutered, which preventative measures (i.e. vaccines, tick flea, heartworm, etc.) are needed, determining when it is safe to conduct any training that potentially can cause injury (i.e. Load Bearing, Bracing, Pulling, etc.) or when an unknown situation arises that would require their medical expertise, care and/or determination of no longer being suitable or what other CAHS work they can be humanely employed in. The health and well-being of the Canine takes priority over any area of employment as a CAHS Dog.

6. RESPONSIBILITY TO THE PUBLIC AND SOCIETY

6.1 CAHS professionals are committed to delivering services equitably, ensuring inclusion and accessibility, and respecting diversity by valuing and affirming differences in age, ethnicity, culture, race, ability, gender, gender identity, gender expression, language preference, religion, sexual orientation, socioeconomic status, nationality, and other identities associated with historically marginalized groups.

6.2 CAHS professionals are knowledgeable about their cultures and communities within which they practice. They are aware of diversity in society and its impact on the community as well as individuals within the community. They respect the cultures and beliefs of individuals and groups.

6.3 CAHS professionals have a duty to stay informed about relevant local, provincial, and federal laws. They bear the responsibility to advocate for amendments or changes in regulations and statutes when they conflict with the ethical standards and/or the rights of clients.

6.4 CAHS professionals stay informed about current social issues as they affect clients and communities. If appropriate to the helping relationship, they share this information with clients, groups, and communities as part of their work.

6.5 CAHS professionals are aware of social and political issues, comprehend their effects on clients, and recognize how the impact of such issues vary among individuals from diverse backgrounds.

6.6 CAHS professionals must establish processes to identify client needs and assets, actively draw attention to them, and facilitate planning and advocacy at individual, community, and societal levels to address them.

6.7 CAHS professionals advocate for social justice and seek to eliminate oppression. They raise awareness about systems of discrimination and inequity that affect historically minoritized and marginalized groups and advocate for systemic change to address these inequalities within their workplace, communities, and legislative systems.

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6.8 CAHS professionals accurately represent the effectiveness of their treatment programs, interventions, and techniques, substantiating claims with empirical data and/or sound theoretical inferences whenever feasible.

6.9 CAHS professionals shall protect all involved by addressing any witnessed incidents (accidental or blatant actions) of fraud (or potential fraud) with the accused at the earliest time possible to prevent such action. Any CAHS professional that detects such actions within their role shall report such an occurrence (or possible occurrence) to the proper authority within the organisation or when legally required to the proper authorities.

6.10 CAHS professionals shall prohibit improper or fraudulent influence over the External Auditor.

6.11 CAHS professionals shall protect all concerned regarding Conflict-of-Interest Issues. Any member that has any perceived or real issues that fall within Conflict of Interest shall be a part of the discussion as an advisory role but will refrain from any decision making on the topic or action to be taken there of.

7. RESPONSIBILITY TO COLLEAGUES

7.1 CAHS professionals avoid duplicating another professional's helping relationship with a client. With written permission from their client, CAHS professionals consult with other professionals who are assisting the client in a different type of relationship when it is in the best interest of the client to do so.

7.2 When CAHS professionals have a conflict with a colleague, they first seek out the colleague (in private and not conduct team-building efforts to their side of the conflict) to manage the problem. If this effort fails, the professional then seeks the assistance of supervisors, consultants, or other professionals in efforts to address the conflict. CAHS professionals are to respectfully remind others of boundaries of proper place and time to deal with conflicts as to not allow any conflict to have an adverse impact on the Client, their professionalism, the Society's reputation and society.

7.3 CAHS professionals have a duty to respond appropriately to unethical behavior of colleagues. CAHS professionals shall not to voice their disapproval or conflict relating to colleagues, the Society, other clients, etc. with clients or public. This means first discussing the issue directly with the colleague in question, unless there are extenuating circumstances, such as concerns about repercussions due to an existing power relationship. If a satisfactory resolution is not achieved or extenuating circumstances exist, the professional shall report the colleague's behavior to a supervisor. If the potential unethical behavior is seen as egregious, then the individual should report the behavior to the colleague's professional association, credentialing board, police, and/or other administrators or boards, as appropriate. If a satisfactory resolution is found without supervisor intervention, the supervisor shall still be informed of the situation and the resolution found as to ensure such actions are not an isolated case.

8. RESPONSIBILITY TO EMPLOYERS/VIK9 AHSS

8.1 CAHS professionals must fully honour their commitments to their employers/VIK9 AHSS. They do not deviate from the conditions and/or limitations of the service agreement without the approval

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from VIK9 AHSS to do so (which may or may not require a change to the service agreement). They present, carry out their duties and communicate in a respectful, compassionate, empathetic and professional manner always.

8.2 CAHS professionals participate in efforts to establish and maintain employment/volunteer conditions which are conducive to high quality client services. Whenever possible, they assist in evaluating the effectiveness of the agency through reliable and valid assessment measures and make recommendations where improvements can be possible.

8.3 When a conflict arises between fulfilling the responsibility to the employer/VIK9 AHSS and the responsibility to the client, CAHS professionals work with all involved to manage the conflict. Including reporting of oneself at the earliest possible time to VIK9 AHSS if their actions in anyway can compromise (or potentially compromise) the reputation or effective operation of VIK9 AHSS.

8.4 CAHS professionals within VIK9 AHSS will ensure that they communicate accurate and VIK9 AHSS authorised information that is within their specific employment/volunteer position to CAHS stakeholders, clients, perspective clients, public, media or others within their knowledge, experience, training, skills, role within the Society and where any sharing of information is outside their ability to do so, they will refer the third party to a proper source of information.

8.5 CAHS professionals will make formal reports within VIK9 AHSS or outside VIK9 AHSS (when legally appropriate or required to do so) where any incident requires proper reporting, investigation, and corrective measures can be taken to ensure all VIK9 AHSS policies, practices, safety of all concerned, etc. are improved upon so that reoccurrences of such incident(s) are repeated.

8.6 CAHS professionals shall always ensure the proper use of VIK9 AHSS assets. Where there is question, the party in question (or witness there of) shall clarify with their supervisor prior to carrying out action that may be questionable.

9. RESPONSIBILITY TO THE PROFESSION

9.1 CAHS professionals seek the training, experience, education, certification, and supervision necessary to ensure their effectiveness as canine trainers collaborating with culturally diverse individuals, families, and communities.

9.2 CAHS professionals provide services only within their expertise and scope of practice, recognizing the limits to their knowledge and skills.

9.3 CAHS professionals must accurately represent their qualifications, encompassing, but not limited to, their skills, education, credentials, training, experience, and areas of expertise, to the client, colleagues, and members of the public. When any intentional or accidental misrepresentation is discovered, they must take immediate action to rectify the situation.

9.4 CAHS professionals must pursue relevant consultation and supervision to guide their decision-making in the face of legal, ethical, or other complex dilemmas.

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9.5 CAHS professionals promote cooperation across related disciplines, aiming to enhance professional development and maximize the benefits of inter-professional collaboration for clients at all levels.

9.6 CAHS professionals are committed to the continued development of the field. They promote professional association memberships, support research initiatives, foster educational advancement, advocate and collaborate with other organisations/professionals in the Animal CAHS industry for appropriate legislative and regulatory actions, development of national and international standards by objective Accreditation Organisations, engage in other professional development activities, and ultimately advocate for national and international Human Rights equality for all peoples (especially those with disabilities).

9.6 CAHS professionals are committed to collaborating with allied animal CAHS organizations towards the development of national and international standards and hence certification via an approved credentialing body for all service dogs.

9.7 CAHS professionals seek opportunities for educational advancement in evidence-based training techniques. These evidence-based techniques are the foundation for all training. If new and less researched techniques are trialed, the decision to employ such techniques must only be undertaken through the Lead Trainer with the President's (Board's) approval and with the client's informed consent.

9.8 CAHS professionals engage in research that upholds ethical standards, meets institutional standards, and maintains scientific integrity.

9.9 CAHS professionals, as representatives of the AAHS community and VIK9 AHSS shall exercise discretion and professionalism in the sharing of any information on social media.

9.10 CAHS professionals will seek or gain access by appropriate means to relevant information to best support their practice. Any information, communications, statements of witnessed events must be properly secured to fully protect the confidentiality of the information while providing the required ability to share, appropriately store information, to investigate and take appropriate corrective actions as to improve and safeguard the Society's services, policies, procedures, etc.

9.11 CAHS professionals shall maintain awareness of any impairment to self or others, including but not limited to: sleep deprivation; pain; side effect of medications; side effects of current medical, mental health condition; etc. that may negatively affect one's ability to objectively, professionally and respectfully communicate, interpret, respond, participate and/or make sound judgements. If there is a chance that one may be impaired in any manner (by own assessment or observations made by others), one must defer the situation to another CAHS professional to deal with the situation or reschedule in such a manner to ensure the situation is addressed in an appropriate and respectful manner. *(this can be left in, but I think it more appropriately fits in with Standards of Practice not Code of Ethics)*

9.12 CAHS professionals shall conduct all aspects of their practice including but not limited to communication, assessment, plan, and evaluation in an objective and unbiased manner. *(I would also leave this out - again more of a Standards of Practice.)*

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10. RESPONSIBILITY TO SELF

10.1 CAHS professionals maintain awareness of their own cultural and diverse backgrounds, beliefs, values, and biases. They recognize the potential impact of these factors on their relationships with others and commit to delivering culturally competent services to all clients.

10.2 CAHS professionals are committed to their personal growth and well-being to ensure they provide the highest quality service to clients. Should they become aware of any physical, emotional, or psychological impediments to their ability to serve clients effectively, they direct clients to appropriate alternative services and seek measures for personal remediation of such impediments via consultation, treatment, or education.

10.3 CAHS professionals are dedicated to lifelong learning, consistently seeking to enhance their knowledge and skills to better serve their clients and effectively train the canines in their charge.

10.4 CAHS professionals shall protect oneself and their well-being by:

- a) Maintaining self-awareness and well always being.
- b) Protecting oneself from situations that can be unsafe, impact one's physical, psychological, emotional wellbeing.
- c) Maintaining a healthy balance between work and personal commitments/responsibilities (including but not limited to personal well being, personal relationships with spouse and/or family, personal interests/passions).
- d) Be open to observations from concerned parties.
- e) Maintain appropriate professional boundaries as to not take on other's issues that can either negatively impact one's well-being or enable others to seek support that would be unhealthy for either party, the relationship, profession boundaries.
- f) Know one's limitations (or changes to limitations) and respect them. Communicate to others what the new limitations (temporary or otherwise) are and how you can best provide services and support within them.
- g) Take preventative collaborative actions by seeking assistance, support, reallocation of workload with others, etc. before negative effects accumulate to the point that one has become overwhelmed.

11. RESPONSIBILITY AS EDUCATORS

11.1 CAHS professionals, as educators, develop and implement culturally sensitive teaching methodologies, using pedagogical approaches that recognize students' diverse backgrounds and perspectives.

11.2 As educators, CAHS professionals are deeply committed to fostering equity and inclusion. They actively employ measures to ensure educational accessibility for students of all abilities, valuing each student's unique contribution and potential.

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11.3 As educators, CAHS professionals are dedicated to upholding ambitious scholarship standards in their academic, pedagogical, and professional engagements. They remain abreast of developments in the field through active participation in professional associations, attendance at workshops and conferences, and engagement in both the review and conduct of research, demonstrating their commitment to continuous learning and professional development.

11.4 CAHS professionals as educators recognize and acknowledge students' contributions to their work, including, but not limited to, case material, grants, workshops, research, publications, and other related activities.

11.5 CAHS professionals as educators monitor students' field experiences to ensure the quality of the placement site and the supervisory experience and that the educational outcomes align with the objectives of personal, professional, academic, career, and civic development of the student. When students experience potentially harmful situations during field placements, educators provide appropriate investigations and respond as necessary to safeguard the student.

11.6 CAHS professionals as educators establish and uphold appropriate guidelines regarding student disclosure of sensitive or personal information. This involves providing students with advance notice of any activities requiring self-disclosure, offering students the option to opt out of in-depth self-disclosure when reasonable, and ensuring that processes are in place to discuss and debrief these activities.

11.7 CAHS professionals as educators acknowledge the inherent power imbalance in their relationships with students and are committed to defining and upholding clear ethical and professional boundaries. This commitment includes avoiding any behavior that is demeaning, embarrassing, or exploitative. Human service educators are dedicated to treating all students fairly and equitably, actively working to eliminate discrimination in all forms, and ensuring a respectful and inclusive educational environment.

11.8 CAHS professionals as educators ensure that students are familiar with, guided by, and held accountable to the ethical standards and policies established by their academic program or department, the specific guidelines outlined in the course syllabus by the instructor, the expectations of their advisors, and the Ethical Standards of Human Service Professionals (specifically for Canine Assisted Human Services).

12. COMMUNICATIONS

12.1 As CAHS professionals, integrity, honesty, and trust are essential elements of the Society's success. Careful communications that involve clients, the public and fellow members of the Society must be maintained in a discreet, professional manner and only persons that are appropriately involved and/or authorised to be part of a particular method of communications on any given topic must be closely guarded. Detailed notes shall be recorded and securely filed appropriately as to ensure an accurate record on any given topic is maintained.

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13. BREACH OF ETHICS STANDARD

13.1 If at anytime, any conflict by willful action or oversight on the member’s part is found to be in breach of these ethics that either causes harm or presents significant risk of harm to the CAHS profession/community, this organisation, the people that they serve or the CAHS canines that it supports the member that becomes aware of such an incident shall report it to their direct supervisor and also inform the Board President president@vik9.ca. If the suspected breach involved the Board President, then the Vice President of the Society must be informed. An investigation of the alleged violation of the Code of Ethics will follow the VIK9 AHSS Policies on Incident Investigations. Corrective measures will be taken to ensure such actions are not repeated in the future, which may include termination and/or legal action if warranted.

14. COMMITMENT OF INDIVIDUAL

I hereby acknowledge this document is a “living document” in that further amendments/improvements over time may occur. I affirm that I have read, understand, and commit to adhering to the details mentioned in this document on this day and commit to any further amendments in the future if it continues to better identify properly stated ethics that is in line with my own values. This acknowledgement will be annotated on the attached table which will be held on file of the individual. Any updates or required review and signature will be mandated by the VIK9 AHSS’s Accreditation Body.

These Code of Ethics and my commitment to them through my conduct and communications including but not limited to verbal, written, multi-media posts (public or private messaging) or any other means of technology) will be maintained throughout and after my involvement with this Society.

If any future conflict between the stated ethics of the VIK9 AHSS (the CAHS professionals) and my own values arise, I will endeavour to address the issue and come to a collaborative solution, if possible, to be able to remain with this organisation. If such a resolution is not possible, then I commit to leaving the organisation in a timely fashion as to allow a replacement to be recruited, trained and a proper hand-over can be efficiently conducted.

15. DOCUMENTS REFERRED TO BUT NOT YET ESTABLISHED

VIK9 AHSS Respectful Workplace Policy

VIK9 AHSS Code of Professional Practice

VIK9 AHSS Policies on Incident Investigations

