



Career Management Alliance—Code of Ethics

This Code of Ethics underwrites the credibility of the Career Management Alliance and the professional actions of its members. It reaches this goal by describing how members of the Alliance behave in dealing with the following constituencies:

- Members of the careers and employment professions, including fellow members of the Alliance
- Employers who rely upon the professional services Alliance members provide
- Members of the public
- Internal and external clients

Ethical Practices & Behaviors. Alliance members will not act in ways that even suggest impropriety. Career Management Alliance does not attempt to provide a detailed, all-encompassing definition for impropriety. However, an Alliance member would not take any action that he or she would not be comfortable seeing described on the front page of the Wall Street Journal.

Client, Employee & Employer Confidentiality. Alliance members respect everyone’s confidentiality. Members maintain career-based competencies, honesty, and service. Members will not release personal or proprietary information without the consent of its owner or owners.

Information Dissemination. Alliance members pledge to provide the best information possible to clients, employees, associates, colleagues, employers and the general public.

Contractual Obligations. Alliance members honor copyrights, trademarks, service marks, and other legally binding agreements.

Public Outreach. Alliance members educate the public by writing and speaking wherever and whenever they can to help others achieve rewarding careers, teams of dedicated employees, or both.

Client, Employee & Employer Service. Alliance members strive to give every client, employee and/or employer the best possible service, treat each with respect, and refer those whose needs exceed the member’s professional competency to other qualified professionals.

Pro-Bono. Alliance members provide pro-bono services to deserving clients as part of their professional activities.

Continuing Professional Development. Alliance members continue their professional development so they can offer informed guidance to clients, employees and/or employers reflecting the latest developments in the careers field.

My membership states that I agree to uphold the Career Management Alliance Code of Ethics.

Signature

Date

Liz Sumner, Director

