

Counsellor Council of India (CCI) Ethics Code

INTRODUCTION

The Counsellor Council of India (CCI) Ethics Code is designed to guide professionals in the field of counseling and therapy to maintain the highest standards of ethical conduct. It reflects the values of competence, respect, responsibility, and integrity in the counseling profession. These ethical principles and standards help ensure that counselors act in the best interests of their clients and the broader community, upholding the integrity of the profession.

I. GENERAL ETHICAL PRINCIPLES AND STANDARDS

- 1. *Competency and Adequacy***
Counsellors must ensure they have the appropriate knowledge, skills, and training to provide competent services. They should continuously update their qualifications through professional development and ensure they work only within their areas of expertise.
- 2. *Human Relations***
Counsellors must conduct themselves in a manner that respects the dignity and well-being of their clients, colleagues, and all individuals with whom they interact. They should foster healthy, professional relationships that promote trust and mutual respect.
- 3. *Responsibility***
Counsellors hold a responsibility to their clients, the public, and their profession. They must ensure their actions align with ethical principles and standards, and they must take responsibility for their decisions and conduct.
- 4. *Integrity***
Counsellors must act with honesty, transparency, and fairness in all professional interactions. They should avoid deceptive practices and maintain trustworthiness in their professional relationships.
- 5. *Respect for People's Rights and Non-discrimination***
Counsellors must respect the rights, dignity, and autonomy of all individuals, regardless of their background, ethnicity, gender, religion, or any other personal characteristic. They should provide services without discrimination and promote inclusivity.

II. ETHICAL STANDARDS REGARDING SPECIAL AREAS

1. ***Education***
Counsellors who are involved in the education and training of students or colleagues should foster an environment that promotes ethical practice, critical thinking, and professional growth. They should ensure that students are taught to recognize and uphold the ethical standards of the profession.
 2. ***Psychotherapy***
When providing psychotherapy, counsellors must prioritize the well-being of the client, offering services within the bounds of their competence and adhering to the ethical guidelines regarding confidentiality, informed consent, and therapeutic boundaries.
 3. ***Assessment***
Counsellors should conduct assessments using reliable, validated, and culturally appropriate tools. They must ensure that the results are interpreted accurately and communicated in a way that respects the dignity and privacy of the client.
 4. ***Research***
In conducting research, counsellors must adhere to ethical principles regarding informed consent, confidentiality, and the protection of research participants. They must ensure that their research contributes positively to the field and is conducted with integrity and transparency.
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III. RESOLVING ETHICAL ISSUES

1. ***Misuse of Counselors' Work***
Counsellors must not allow their work or expertise to be misused for purposes that could harm others. They should ensure that their work is used in ways that align with ethical principles and contribute positively to society.
2. ***Conflicts Between Ethics and the Law's Requirements***
When faced with conflicts between legal requirements and ethical standards, counsellors should carefully consider the implications of both and seek guidance from the relevant professional bodies or ethics committees to navigate the situation.
3. ***Conflicts Between Ethics and Organizational Demands***
Counsellors must remain committed to ethical principles even when they conflict with the demands of their organization. They should address such conflicts through consultation and, when necessary, advocate for ethical practices within their organization.
4. ***First Step in Ethical Violations***
In cases where an ethical violation is suspected, the first step is to address the issue directly with the involved parties, ensuring a resolution that upholds the ethical standards of the profession.
5. ***Reporting Ethical Violations***
Counsellors have an obligation to report any ethical violations they observe or are made aware of, in accordance with the procedures outlined by CCI. These violations should be reported to the relevant authorities or ethics committees.

6. ***Cooperating with Ethics Committee***
Counsellors must cooperate fully with any investigations conducted by the CCI Ethics Committee. They should provide truthful and complete information when requested and comply with any rulings or corrective actions determined by the committee.
 7. ***Inappropriate Complaints***
Counsellors should refrain from filing complaints that are frivolous, malicious, or unfounded. Complaints should be based on genuine concerns and evidence of ethical misconduct.
 8. ***Unfair Discrimination Against Complainants and Respondents***
All individuals involved in the process of addressing ethical violations—whether complainants, respondents, or witnesses—should be treated with fairness and respect. Discriminatory actions or biased treatment in such matters are strictly prohibited.
 9. ***Effectiveness of this Ethics Code***
The CCI Ethics Code is a living document that evolves as the counseling profession progresses. It is designed to be reviewed and updated regularly to ensure it remains relevant and effective in guiding ethical practice within the field.
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This ethics code has been adapted and revised by the Counsellor Council of India (CCI) from various sources and reflects the Council's commitment to upholding the highest standards of professionalism, integrity, and ethical conduct in counseling practices across India.

I. GENERAL ETHICAL PRINCIPLES AND STANDARDS

1. COMPETENCY AND ADEQUACY

Counsellors and psychologists are committed to maintaining the highest standards of professional practice, which includes completing formal education in accordance with international standards and the requirements of the Counsellor Council of India (CCI). They strive for continuous personal and professional development, aiming to enhance their competencies, self-awareness, and professional skills. Counselors must regularly assess their competence before engaging in new activities to ensure they meet the required professional standards.

1.1 Competence and Boundaries of Competence

Counsellors achieve and maintain competence by acquiring formal education and training that adheres to international standards and the specific professional requirements of CCI. They are expected to work only within areas of competence that align with their training, experience, personal characteristics, and professional skills.

1.2 Maintaining and Developing Competence

Counsellors are responsible for continually updating their skills and knowledge, in addition to their formal education, by engaging in ongoing professional development. This includes attending relevant training programs, conferences, and staying updated with advancements in the field of counseling and mental health. Counselors should also integrate their learning with practical experience.

1.3 Assessing One's Competence

Before engaging in any new professional activity or specialization, counsellors must assess whether they have the necessary knowledge, skills, and experience. If they find themselves lacking in any required area, they should seek additional training or supervision. If a counsellor determines they are not competent in a specific area, they must refer the client to another professional with the appropriate expertise.

1.4 Conditions That May Impair Competence

- (a) Counsellors must refrain from providing services when personal issues or problems are likely to hinder their ability to perform duties competently.
- (b) If counsellors become aware of personal issues that interfere with their professional duties, they should take steps to seek professional consultation or assistance. In such cases, they must consider whether they should limit, suspend, or terminate their work-related duties.

1.5 Ethical Awareness

Counsellors have a responsibility to be familiar with and adhere to the ethical principles and standards established by CCI. In situations involving ethical dilemmas, they must apply appropriate decision-making processes, consult with colleagues when necessary, and take appropriate actions to resolve the issue.

II. HUMAN RELATIONS

Counsellors must use their knowledge and skills to serve the best interests of their clients, whether individuals or institutions, and avoid actions that may harm them. They must maintain professional conduct that promotes positive outcomes for their clients.

2.1 Consideration of the Best Interest of Clients

Counsellors are expected to act in ways that benefit their clients and support their development. The primary focus of counseling should always be the well-being and best interests of the client.

2.2 Avoiding Harm

Counsellors must avoid any actions that could harm clients, research participants, students, supervisees, or others with whom they interact professionally. They must also take all necessary precautions to minimize any foreseeable risks and inform all involved parties in advance.

2.3 Avoiding Exploitation

Counsellors must be aware of the power dynamics inherent in the professional relationship. They should not exploit their position for personal gain or use their power or authority in ways that could harm or manipulate clients. Counsellors must ensure that their professional conduct does not damage the trust or commitment of their clients.

2.3.1 Avoiding Sexual Involvement

Counsellors must not engage in any form of sexual harassment, solicitation, or physical or verbal conduct of a sexual nature in the course of their professional work. They should avoid any behavior that is unwelcome, offensive, or creates a hostile environment. Sexual harassment includes both isolated severe acts or repeated persistent actions.

Counsellors must also recognize that intimacy or sexual relationships can harm the professional relationship with clients and avoid any situation where such a relationship may arise, ensuring that the professional boundary is maintained.

2.3.2 Avoiding Sexual Involvement with Clients

(a) Counsellors must not engage in any sexual relationship with a client or patient during the course of therapy or for at least two years after the cessation of professional services.

(b) Even after two years, counsellors must not engage in sexual relationships with former clients, except in the rarest of circumstances. If such a relationship occurs, the counsellor bears the responsibility to demonstrate that it did not exploit the client or patient.

2.3.3 Other Types of Harassment

Counsellors must not use their professional status or position to exploit clients, students, supervisees, research participants, or employees for personal or financial gain. Any form of abuse of power, including financial or labor exploitation, is strictly prohibited.

2.4 Dual Relationships

A dual relationship occurs when a counsellor takes on additional roles or engages in relationships with someone closely associated with a client, such as a family member or friend. Counsellors must avoid dual relationships that may impair their objectivity, competency, or effectiveness, or lead to exploitation or harm. However, dual relationships may be considered acceptable if they do not interfere with professional competence or harm

the client, such as attending a public event in a small community where clients may also be present.

In situations where a counsellor inadvertently becomes involved in a dual relationship, they should resolve the issue in a manner that protects the best interests of all parties involved and aligns with ethical principles.

2.5 Avoiding Misuse of Knowledge

Counsellors must refrain from using their professional knowledge and expertise to apply psychological pressure on clients. They must ensure that clients' personal views, including their religious, political, or moral beliefs, are respected. In research, counsellors must obtain **informed consent and clearly explain the purpose and scope of the research to participants.**

3. RESPONSIBILITY

Counselors are aware of their professional and scientific responsibilities to the individuals, institutions, and communities they serve, as well as to society at large. They recognize the quality and consequences of their professional activities and understand that they are viewed as representatives of the counseling profession. Counselors uphold a duty to maintain professional standards and engage in ethical practice, acting with integrity and accountability in all aspects of their work.

3.1 Ethical Responsibility

Counselors often encounter ethical dilemmas while engaging in their professional duties. They are responsible for resolving these dilemmas in a manner consistent with the ethical standards of the profession. When unable to resolve an issue independently, counselors are encouraged to seek guidance from colleagues, supervisors, or the Counsellor Council of India (CCI) Ethics Committee.

3.2 Maintaining Confidentiality

Counselors are committed to safeguarding confidential information provided by clients or institutions, ensuring that privacy is maintained at all times.

- (a) **Limits of Confidentiality:** Counselors must clearly discuss the boundaries of confidentiality with clients or institutions, including any foreseeable uses of the information generated during their professional activities.
- (b) **Discussion of Limits:** These confidentiality boundaries should be explained at the beginning of the professional relationship unless doing so is impractical or contraindicated.

3.3 Maintaining Confidentiality of Records

Counselors must ensure the protection of all records, including written, visual, and assessment materials that belong to the client or institution.

- (a) **Consent for Recording:** Counselors must obtain consent before recording a client's voice or image.
- (b) **Sharing Confidential Information:** Counselors may share confidential information with other professionals only for legitimate scientific or professional purposes, ensuring the anonymity of clients. Confidential information must never be disclosed to the media without consent.
- (c) **Disclosure with Consent:** Confidential information may only be disclosed to third parties when explicit consent is obtained from the client, institution, or legal guardian.
- (d) **Exceptions to Confidentiality:** Confidentiality may be breached in situations where the client may harm themselves or others, including cases involving minors, elderly individuals, or persons with mental impairments.

3.4 Use of Confidential Information for Didactic or Other Purposes

Counselors must take care not to disclose identifying information in training, publications, or public statements unless:

- (a) The client's or institution's identity is sufficiently disguised.
- (b) Written consent has been obtained.

3.5 Responsibility to Inform Accurately

Counselors are responsible for providing clear and accurate information to clients or institutions at the start of the professional relationship, including the nature and anticipated course of therapy. This includes obtaining informed consent for services and ensuring transparency in assessment results and intervention processes.

- (a) **Informed Consent for Services:** Counselors must obtain informed consent for all services, explaining the nature and purpose of the services, potential risks, and limits to confidentiality.
- (b) **Unestablished Techniques:** When using new or experimental methods, counselors must inform clients of the developing nature of the treatment, any associated risks, alternative options, and the voluntary nature of participation.
- (c) **Informed Consent for Trainees:** If treatment is provided by a trainee, the client must be informed that the therapist is under supervision and given the name of the supervisor.

3.6 Extended Responsibility

- (a) Counselors are responsible for acting ethically toward assistants, students, supervisees, and colleagues. This responsibility includes teaching ethical principles, professional techniques, and the strengths and limitations of psychological practices.
 - (b) Counselors should ensure that their colleagues and supervisees possess the necessary education, training, and competence to perform their duties ethically and effectively.
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4. INTEGRITY

Counselors are committed to the principles of honesty, accuracy, and neutrality in their professional activities. They avoid misleading clients, students, or the public through deceptive practices, fraud, or intentional misrepresentation. Counselors strive to maintain their integrity in all areas of their practice, including research, education, and client interactions.

4.1 Avoidance of False or Deceptive Statements in Introducing One's Self

Counselors must not make false or misleading claims regarding:

- (a) Their qualifications, experience, or competence.
- (b) Academic degrees, credentials, or institutional affiliations.
- (c) Their services, scientific or clinical basis, or success rates.
- (d) Fees or publications.

4.2 Provision of Accurate Information

Counselors must ensure that all information provided is accurate and objective, avoiding misrepresentation of the counseling profession or harm to the profession's credibility.

4.3 Financial Arrangements

Counselors must inform clients about the financial arrangements associated with the service at the outset of the professional relationship.

4.4 Honesty in Public Statements

Counselors must avoid making false or misleading public statements, whether in advertisements, speeches, handouts, or other media. They must refrain from making claims that fall outside their area of expertise.

4.5 Public Statements Through Media

When making public statements through media (radio, television, internet, etc.), counselors must ensure that their statements are scientifically grounded, professional, and in line with the Ethics Code.

4.6 Avoidance of Advertisement Statements

Counselors should refrain from soliciting testimonials from clients or institutions that may be vulnerable to undue influence or exploitation.

4.7 Creating an Environment for Personal Advantage

Counselors should not manipulate or direct individuals to seek services solely for their personal gain. This principle may be waived in specific situations such as during natural disasters or other public emergencies.

5. RESPECT FOR PEOPLE’S RIGHTS AND AVOIDANCE OF DISCRIMINATION

Counselors uphold the dignity and rights of all individuals and act without discrimination in all professional situations. They are committed to treating people fairly, with respect for their diversity and personal circumstances. Psychologists avoid any form of discrimination based on age, gender, sexual identity, sexual preference, ethnic background, religion, socioeconomic status, or disability.

5.1 Respect for Clients

Counselors respect the autonomy, freedom, and choice of clients or institutions they serve. They ensure the protection of clients' rights, including confidentiality, and avoid exerting pressure or discriminating based on personal characteristics such as age, identity, gender, sexual orientation, ethnicity, religion, socioeconomic status, or disability.

5.2 Respect for Colleagues

Psychologists acknowledge and respect the expertise, viewpoints, and responsibilities of their colleagues and other professionals. They refrain from discriminating against colleagues based on age, gender, sexual identity, sexual preference, ethnicity, religion, socioeconomic status, or disability.

5.3 Awareness of Personal Problems

Counselors are aware of how personal biases or issues—stemming from their cultural, social background, or sexual orientation—may affect their professional conduct. They take steps to manage and minimize any impact these factors may have on their work with clients or colleagues.

5.4 Avoiding Misuse of Expertise

Counselors uphold the basic rights, dignity, and values of all individuals. They do not misuse their professional expertise to harm, exploit, or suppress those they work with. Ethical use of expertise is paramount, ensuring that no undue influence or coercion is applied to clients or others.

6. ETHICAL STANDARDS REGARDING SPECIAL AREAS

6. STANDARDS ABOUT EDUCATION

6.1 Design of Education Programs

- (a) Counselors providing training must evaluate their own competency according to established standards.
- (b) Clinicians are responsible for designing training programs that provide adequate knowledge and practical experience.
- (c) Training programs must minimize the collection of personal data from participants.
- (d) Psychologists ensure that training programs equip individuals with the skills necessary for licensure or certification.

6.2 Description and Presentation of Education Programs

Counselors must accurately describe their programs, including objectives, content, and requirements for successful completion. This includes ensuring that all promotional materials such as brochures, catalogs, and advertisements provide clear and truthful information.

6.3 Accuracy and Objectivity in Teaching

- (a) Psychologists are responsible for presenting accurate course syllabi, clear evaluation criteria, and updates on the content covered in educational programs.
- (b) Educators must provide current, scientifically grounded information in their teaching, ensuring content is up-to-date and reflects the latest knowledge in the field.

6.4 Forcing Students to Disclose Personal Information

Psychologists do not require students or supervisees to disclose personal information such as sexual history, abuse history, or political beliefs unless:

- (1) The institution's program has explicitly outlined such requirements.
- (2) The information is needed to address personal issues impacting their professional training or performance.

6.5 Assessing Student and Supervisee Performance

- (a) Psychologists must provide clear criteria for student success and timely feedback on performance.
- (b) Evaluations should be based on actual performance, attendance, and the relevant requirements of the program.

7. ETHICAL STANDARDS ABOUT PSYCHOTHERAPY

7.1 Informed Consent to Therapy

- (a) Therapists have the right to decline clients when they believe the client will not benefit from therapy.
- (b) Psychologists must inform clients early in the therapeutic relationship about the nature, course, fees, third-party involvement, and confidentiality limits of therapy, offering clients an opportunity to ask questions.
- (c) If the client is a minor or unable to make decisions, informed consent must be obtained from a parent or legal guardian while maintaining the client's privacy.
- (d) Psychologists must respect the client's autonomy to begin or end therapy at their discretion, even if the client is mandated to attend therapy (e.g., court-ordered therapy or children in need of treatment).
- (e) When a therapist is a trainee, the client must be informed that the therapist is under supervision, with details about the supervisor's role.

7.2 Couple Therapy or Family Therapy

- (a) When providing therapy to multiple individuals in a close relationship (e.g., spouses, parents and children), therapists must clarify the roles of each person involved and the confidentiality and limits of the information shared.
- (b) If a therapist is asked to serve conflicting roles (e.g., as a family therapist and a potential witness in divorce proceedings), they must clarify the situation and either modify or withdraw from the conflicting role.

7.3 Group Therapy

In group therapy settings, counselors must explain the roles and responsibilities of all participants and clarify the limits of confidentiality at the start of the session.

7.4 Unconventional Psychotherapy Settings

Therapies delivered via unconventional methods (e.g., telephone, email, video calls) must follow the same ethical guidelines as in-person therapy. Special care must be taken regarding the limitations of these mediums, including risks such as the loss of non-verbal cues, emotional depth, and setting concerns. When conflicts arise, professionals are encouraged to avoid these methods.

7.4.1 Informed Consent in Unconventional Psychotherapy Settings

If psychotherapy is conducted in non-traditional settings, the therapist must inform clients about the treatment's nature, potential risks, how risks will be mitigated, and alternative treatments available.

7.4.2 Factors to Consider in Unconventional Psychotherapy

When using unconventional settings, counselors must adhere to ethical standards just as they would in face-to-face therapy, ensuring that confidentiality is maintained and the service provided is evaluated for effectiveness.

7.5 Providing Therapy to Those Served by Other Professionals

Before accepting clients who are receiving treatment from other professionals, psychologists must consider any potential conflicts in treatment and discuss these with the client or authorized person. It's important to consult with other service providers when appropriate.

7.5.1 Emotional and Sexual Intimacies

Psychologists must not engage in emotional or sexual intimacies with current clients, or with their close family members or significant others.

7.5.2 Risk Situations to Initiate Psychotherapy

Professionals must not provide therapy to individuals with whom they have had emotional or sexual intimacies or other reciprocal relationships that might undermine the therapeutic process.

7.6 Interruption of Therapy

If therapy is interrupted due to illness, unavailability, or other factors, psychologists are responsible for addressing the situation and making arrangements to ensure the client's well-being.

7.7 Terminating Therapy

- (a) Therapy should be terminated when it is clear that the client no longer benefits or when continued therapy could cause harm.
- (b) Therapists can terminate therapy if they are threatened or endangered by the client or others associated with the client.
- (c) Prior to termination, therapists should provide pre-termination counseling and suggest alternative resources if necessary.

8. ETHICAL STANDARDS ABOUT ASSESSMENT

8.1 Bases for Assessments

- **Reliability and Validity:** Therapists must use assessment tools whose reliability and validity are well-established for the population being tested.
- **Cultural Sensitivity:** It's critical for psychologists to choose tests that are culturally appropriate. Social and cultural characteristics, as well as language differences, should be considered as they can affect test results. Psychologists should inform others about the potential influence of these factors on the results.
- **Evidence-Based Opinions:** Evaluations and recommendations should be based on sufficient and accurate information to support their findings. Psychologists must document the process and limitations of their evaluations when a full examination is not feasible.

8.2 Use of Assessments

Psychologists should use assessment tools, tests, and interviews based on research, evidence, and their proper application, ensuring that the methods are appropriate for the intended purpose.

8.3 Informed Consent in Assessments

- **Informed Consent:** Psychologists must obtain informed consent before assessments or evaluations. Exceptions include legal mandates or routine assessments in educational or organizational settings.
- **Explanation:** Informed consent should include the purpose, fees, involvement of third parties, and limits of confidentiality. The client must have the opportunity to ask questions.

8.4 Release of Test Data

- **Client Access:** Test data, which includes raw scores, responses, and therapist's notes, should not be given to clients directly. If the client consents, the data may be shared with other professionals.
- **Restrictions:** Psychologists may withhold test data if releasing it could harm the client or undermine the validity of the assessment.

8.5 Test Construction

Psychologists developing tests must follow appropriate psychometric procedures and current scientific knowledge. If tests are translated from another language, they should still maintain reliability and cultural relevance.

8.6 Interpretation of Assessment Findings

Psychologists should consider all factors that might affect the accuracy of their assessment, such as cultural differences or disabilities. Any limitations in interpretation must be clearly stated.

8.7 Assessment by Unqualified Persons

Psychologists should not allow unqualified individuals to administer assessments, except for those under appropriate supervision during training.

8.8 Obsolete Tests and Outdated Results

Psychologists should avoid basing decisions on outdated or irrelevant data. Assessments should always be conducted with current and applicable data.

8.9 Test Scoring and Interpretation Services

Psychologists retain responsibility for the appropriate use of tests, whether they are interpreting the results themselves or using external services. They must accurately describe the methods, validity, reliability, and qualifications related to the tests.

8.10 Explaining Assessment Findings

Psychologists must explain the results of assessments in a clear and truthful manner, suitable for the client or their legal representative. If it's inappropriate to share the findings directly with the person assessed (e.g., in organizational or legal contexts), this should be communicated in advance.

8.11 Maintaining Test Security

Psychologists must ensure the integrity and security of assessment materials, following legal and ethical guidelines related to test materials and copyright laws.

8.12 Sharing Assessment Materials for Educational Purposes

If test materials are used for educational purposes, all identifying information should be removed to maintain confidentiality.

8.13 Inappropriate Use of Tests

Psychologists must ensure that tests are used only for their intended purposes and with appropriate individuals or conditions.

9. ETHICAL RULES GOVERNING RESEARCH AND PUBLICATION

9.1 Institutional Approval

Before conducting research, psychologists must provide accurate information about their research proposals and obtain necessary institutional approval.

9.2 Obtaining Informed Consent for Research

Informed consent is required for research participants, and it should include:

- The purpose, duration, and procedures of the study.
- The right to decline or withdraw from the study.
- Potential risks, discomfort, and benefits.
- Limits to confidentiality and available incentives.
- Contact details for questions regarding the research.

9.3 Permission for Recording in Research

Informed consent is required for any recordings (voice, video) made during research, particularly when personal information is involved and could potentially harm the participants.

9.4 Client, Student, and Subordinate Research Participants

- Steps must be taken to protect clients, students, and subordinates from any negative consequences of participating or withdrawing from research.
- If research participation is tied to course credit, alternative options must be offered.

9.5 Conditions Not Requiring Informed Consent

- Research that does not cause harm or distress, such as the study of normal educational practices, does not require consent.
- Research involving anonymous questionnaires or archival data where confidentiality is maintained is exempt from consent requirements.

9.6 Offering Incentives for Research Participation

- Psychologists must avoid offering excessive or coercive incentives for research participation.
- If professional services are used as incentives, their nature, risks, and obligations must be clearly outlined.

9.7 Deception in Research

- Deception in research should only be used when scientifically necessary and must be approved by the relevant institution.
- Deception that causes harm, emotional distress, or physical pain is not permitted.
- Deception should be disclosed to participants as early as possible, and they should be allowed to withdraw their data if desired.

9.8 Debriefing

- After the research is complete, participants should be provided with information about the study and any misconceptions should be addressed.
- If any harm was caused by the research, steps should be taken to minimize the damage.

9.9 Use and Care of Animals in Research

- Psychologists conducting research with animals must follow appropriate regulations and ethical standards.
- Animal subjects must be treated with care, and efforts should be made to minimize pain, discomfort, or distress.

9.10 Reporting Research Results

- Data should not be fabricated or distorted.
- If significant errors are discovered in published data, they must be corrected promptly.

9.11 Plagiarism

- Psychologists must avoid presenting someone else's work or data as their own. Proper citations should be made when using others' work.

9.12 Publication Rights

- Authorship should reflect actual contributions to the research.
- Students should be credited as the principal authors of their theses or dissertations, and faculty advisors should discuss publication credit with students early in the process.

9.13 Duplicate Publication of Data

- Psychologists should not publish the same data as original research without appropriate acknowledgment if it's being republished.

9.14 Sharing of Data

- Psychologists should not withhold data from other professionals who wish to analyze it, provided confidentiality is maintained.

9.15 Reviewers for Publications

- Professionals reviewing material for publication must respect confidentiality and copyrights of the submitted work.

III. RESOLVING ETHICAL PROBLEMS/ISSUES

10. Misuse of Professionals' Work

If counselors become aware that their work has been misused or misrepresented, they must take reasonable steps to correct or minimize the impact of such misuse. This includes addressing the misrepresentation and ensuring that their professional contributions are properly understood and used.

11. Conflicts Between Ethics and Law Requirements

When ethical responsibilities conflict with legal requirements, counselors should consult the Ethical Code to resolve the conflict. If it is not possible to reconcile the ethical conflict with the law, counselors must comply with the law while also striving to uphold the core principles of their ethical obligations.

12. Conflicts Between Ethics and Organizational Demands

If organizational demands conflict with the Ethical Code, counselors must:

- Clearly identify the nature of the conflict.
- Communicate their commitment to the Ethical Code.
- Make efforts to resolve the conflict in a manner that allows adherence to ethical principles, to the extent possible.

13. First Step in Ethical Violations

When counselors suspect that an ethical violation has occurred by another professional, they should first address the issue directly with the individual involved. This serves as a warning and may resolve the issue informally before pursuing more formal actions.

14. Reporting Ethical Violations

If an ethical violation has caused or is likely to cause significant harm to a person or organization and has not been resolved informally (as in Rule 13), counselors should file a formal complaint with the Ethics Committee of the **Counselor Council of India (CCI)**. This complaint must follow the established ethical rules and regulations.

15. Cooperating with the Ethics Committee

Counselors under investigation must cooperate fully with the CCI Ethics Committee. The Ethics Committee is responsible for protecting the integrity and confidentiality of both parties during the investigation. Failure to cooperate with the investigation is itself considered an ethics violation.

16. Inappropriate Complaints

Counselors are prohibited from filing complaints with the Ethics Committee based on reckless disregard for the truth, inappropriate motives, or intentional distortion of facts. Additionally, they must not encourage such behavior in others.

17. Unfair Discrimination Against Complainants and Respondents

Counselors should not discriminate against individuals who are the subject of an investigation or take any actions that would harm their professional standing or employment. However, after the ethical investigation concludes, necessary steps must be taken in accordance with the findings and verdict.

18. Effectiveness of the Ethics Code

The Ethics Code becomes binding once it is accepted by the Charter Board of the **Counselor Council of India (CCI)** and is made publicly available. It is used alongside the Rules and Procedures document, which is also approved by the council.

Adoption of Ethical Principles

This Ethics Code has been revised to align with the specific cultural and geographical norms of India, while drawing from various international sources such as the American Psychological Association (APA), and Global Psychological Association for Psychological Sciences. The Ethics Committee of CCI acknowledges the valuable contributions from these organizations in shaping ethical principles that guide counseling practice.

These provisions ensure that ethical issues are approached with care, ensuring accountability, integrity, and fairness in the practice of counseling within the Indian context.

This adaptation for the **Counsellor Council of India (CCI)** ensures that the ethical code is contextually relevant and aligned with the professional standards expected within India, providing clear guidance on maintaining the highest levels of competence, integrity, and ethical conduct in counseling and therapeutic settings.

Sd/ -

Honorary Secretary,
Counsellor Council of India