



European Association of Synergology E.A.S./A.E.S.

Code of Ethics

Synergology is a discipline in the field of human relationships. Officially founded in 1996 in a scientific, rigorous and methodical spirit, its practice within the field of communication implements rules, governed by a Code of Ethics.

Scope of applications of the Code of Ethics in Synergology®

Article 1: All Synergologists have to follow the code.

Article 2: The Code sets the ethical principles of Synergology. It also specifies the nature of the practice of trained synergologists and may be adapted if and when a local or sociological situation requires to do so.

Article 3: It can and may be modified on proposal after consultation and agreement of the board of directors of the European Association of Synergology.

Article 4: Internal codes and regulations of local or national associations must meet the recommendations of the EAS.

Article 5: Synergologists owning this title have followed the complete training and passed the various assessments of its program in order to graduate as synergologists.

Article 6: Synergologists must be active members of the EAS and must also commit themselves to keep their knowledge up-to-date and master the discipline. Finally they will respect the ethical rules required by their title.

Article 7: Any violation of the Code of Ethics will be evaluated and treated in accordance with the Statutes of the EAS on which it depends.



Fundamental Principles

Article 8: Synergologists are expected to strictly follow and apply the following five fundamental principles:

- Integrity in the process.
- Transparency.
- Objectivity in information processing.
- Impartiality of judgement.
- Honest positioning.

8.1 Integrity in the process:

Article 8.1.1: Integrity of synergologists is the basis of trust and credibility given to their judgement. In this context, they must establish their observations with honesty as well as with a sense of responsibility.

Article 8.1.2: Synergologists should not take part in illegal activities or engage in any acts which could discredit the discipline of synergology.

Article 8.1.3: When voicing their opinion in the media, synergologists must hold a coherent, scientific and credible speech. They are responsible for what image of synergology they give to the public and should refuse cooperation to all publications and public intervention on radio or television if insufficient guarantee in reliability and credibility cannot be guaranteed. If lack of credibility is invoked on the media's part, or if a type of uncertainty prevails regarding the nature and objectives on the service requested, synergologists must first ask the EAS to validate their action.

8.2 Professional transparency:

Article 8.2.1: Synergologists should implement all available resources in order to present their observations in the form of a transparent and rigorous report.



Article 8.2.2: In a spirit of development, it is beneficial to Synergology that one presents themselves as a synergologist, or use the word Synergology in written contributions or public appearances. In cases where the reference to Synergology would not be clear the person in question might be audited by the EAS.

In case of a badly intentioned person, disciplinary measures might be implemented by the EAS that person depends on, in accordance with the procedures under the Articles and internal rules of the Association.

8.3 Objectivity in processing of information:

Article 8.3.1: Synergologists display the highest degree of objectivity in gathering, assessing and communicating relative information regarding the people whose Synergology profile they carry out.

Article 8.3.2: Synergologists do not let their professional judgement be influenced by personal interests or by third parts.

Article 8.3.3: Synergologists make consistent observations that match with the precepts of synergology and on a broader level admissible by the scientific community.

Article 8.3.4: Synergologists practicing in the area of research must use all available means to compare synergological discoveries with other scientific disciplines.

Article 8.3.5: Synergologists will be keen to transmit the outcome of their discoveries in the field of scientific research and put into place external validation of their discoveries outside the scope of the Synergology.

8.4 Impartiality of judgement:

Article 8.4.1: Synergologists must not take part in activities or build up relationships which could jeopardize the impartiality of their teaching or observations.

Article 8.4.2: Any synergological intervention must exclude any opinion or value judgement when seriousness and scientific origin cannot be demonstrated.



8.5 **Honest feedback:**

Article 8.5.1: Synergologists follow a strict methodology and use the knowledge, skills and experience that is required to do their job.

Article 8.5.2: Synergologists only commit themselves jobs for which they have knowledge, expertise and experience.

Article 8.5.3: Synergologists do not go beyond their competences and know where their limits are.

Article 8.5.4: Synergologists do their best to improve their skills, efficiency and the quality of their work.

Article 9: Attitude:

Article 9.1: Synergologists shall have a humble, exemplary, and respectful behavior towards their peers.

Article 9.2: Synergologists are committed to promoting Synergology.

Article 9.3: Synergologists stay away from publicly discrediting their peers or from criticizing synergology.

Article 9.4: Synergologists stay away from altering their peers' documentation without the agreement of the latter.

Article 9.5: Synergologists consider slander, accusations without proof, alteration of documents, deceit and lies to be the most serious professional misconduct.

Article 9.6: Synergologists acknowledge the sovereign jurisdiction of the EAS.

Article 9.7: Synergologists guarantee confidentiality in the approach of their work.

Article 9.8: In case of doubt synergologists consult the EAS.