



Code of Ethical Practice

The ethos of the fitness industry requires its members to discharge their duties and responsibilities, at all times, in a manner which professionally, ethically, and morally compromises no individual with whom they have professional contact, irrespective of that person's position, situation or condition in society.

The Code of Ethics is founded on honesty, veracity, confidentiality, justice, respect and autonomy. The Code of Ethics is intended to act as a clear guide to all fitness industry professionals in their professional practice. This Code does not replace the principles and procedures adopted by employing bodies, relevant legislation nor do they deny other rights within society not specifically mentioned.

Relationships with, and Responsibilities to, Clients

Confidentiality

Beyond the necessary sharing of information with professional colleagues, Exercise Professionals are to safeguard confidential information relating to clients in accordance with data protection and other relevant legislation.

Personal Relationships

Exercise professionals shall not enter into personal relationships which damage the establishment and maintenance of professional trust.

Respecting Client's Rights

Exercise professionals have a responsibility always to promote and protect the dignity, privacy, autonomy, and safety of all people with whom they come in contact in their professional practice. Exercise Professionals have a responsibility to inform all clients of financial cost of any goods and services. Costs need to be fair and reasonable, reflecting the services provided.

Insurance

Exercise Professionals are required to have appropriate and adequate insurance cover for the activities that they carry out.

Professional Integrity

Advertising

Exercise Professionals may advertise in connection with their professional practice if the advertising is not false, not misleading or deceptive or likely to mislead or deceive, is not vulgar or sensational, and does not claim or imply superiority of the Exercise Professional over any or all other fitness professionals. The advertisement for the Exercise Professional may contain a statement of the areas of expertise in practice.

Discrimination

Exercise Professionals shall not discriminate in their professional practice, on the basis of ethnicity, culture, impairment, language, age, gender, sexual preference, religion, political beliefs or status in society.

Personal Abuse of Alcohol or Other Drugs

Exercise Professionals should not be under the influence of alcohol or drugs which adversely affect the performance of their professional duties.

Professional Relationships and Responsibilities

Loyalty

Exercise Professionals shall be loyal to REPs Ireland as their professional Organisation and their fellow members of the profession and shall respect and uphold their dignity.

Public Comment

Exercise Professionals are to ensure, when publishing articles or comments, that it is clear whether they are representing the profession or whether they are making personal comment.

Working Relationships

Exercise Professionals shall respect the needs, traditions, practices, special competencies, and responsibilities of their own and other professions, as well as those of the institutions and agencies that constitute their working environment.

Professional Development

All members of the fitness profession have an individual responsibility to maintain their own level of professional competence and each of them must strive to improve and update knowledge and skills. Exercise Professionals as members of the profession shall promote and maintain practice based on current knowledge and research, and develop this body of knowledge as appropriate.

The Exercise Professional has a responsibility to contribute to the continuing development of the profession by critical evaluation of professional practice,

research, apprenticeships, continuing education and membership of REPS Ireland.

Fitness Industry Professionals Research

Exercise Professionals undertaking research will seek ethical approval from relevant bodies prior to commencement. Any research undertaken has ethical requirements with which the Exercise Professional must comply.

Professional Standards

Competence

The Exercise Professional must acknowledge the boundaries of their competence. They shall provide services and use interventions for which they are qualified by training and experience.

Referral of Clients

The Exercise Professional shall respond to referrals in a timely manner.

Keeping Records of Clients

The Exercise Professional shall keep records and reports clearly and concisely for the information of clients, professional colleagues, legal purposes and to record fitness services.

REPs Ireland Disciplinary Process for revoking registration for Exercise Professionals

Disciplinary Process

- A complaint may be made to REPs Ireland by any person that a registered Exercise Professional:
 - a.** has persistently refused or neglected to comply with a provision or provisions of the Exercise Professional Code of Ethics, (The Code) or
 - b.** has persistently and wilfully acted in a manner prejudicial to the interests of the association.

- On receiving such a complaint, REPS Ireland:
 - a.** must cause notice of the complaint to be served on the professional concerned; and
 - b.** must give the professional at least 14 days from the time the notice is served within which to make submissions to the committee in connection with the complaint, and

- c.** must take into consideration any submissions made by the professional in connection with the complaint.
- REPs Ireland may, by resolution, revoke the registration of the Exercise Professional or suspend the registration of the Exercise Professional, if, after considering the complaint and any submissions made in connection with the complaint, it is satisfied that the facts alleged in the complaint have been proven.
- If REPs Ireland revokes or suspends a registration, the secretary must, within 7 days after the action is taken, cause written notice to be given to the Exercise Professional of the action taken, and the Exercise Professional's right of appeal.
- The revocation or suspension does not take effect:
 - a.** until the expiration of the period within which the Exercise Professional is entitled to appeal against the resolution concerned, or
 - b.** if within that period the Exercise Professional exercises the right of appeal, unless and until the association confirms the resolution, whichever is the later.

Right of Appeal

- An Exercise Professional may appeal to REPs Ireland against a decision within 7 days after notice is served on the professional, by lodging with REPs Ireland a notice to that effect.
- The notice must be accompanied by a statement of the grounds on which the Exercise Professional intends to rely for the purposes of the appeal.
- On receipt of a notice from a professional under clause (1), The appeals committee to be held within 28 days after the date on which REPS Ireland received the notice.
- Decisions of the appeals committee will be final.