The Code of Ethics is not intended to be a basis of civil liability. Whether a MINT Incorporated member has violated the Code of Ethics standards does not by itself determine whether the MINT Incorporated member is legally liable in a court action, whether a contract is enforceable, or whether other legal consequences occur.

The modifiers used in some of the standards of this Code of Ethics (e.g., reasonably, appropriate, potentially) are included in the standards when they would (1) allow professional judgment on the part of MINT Incorporated members, (2) eliminate injustice or inequality that would occur without the modifier, (3) ensure applicability across the broad range of activities conducted by MINT Incorporated members, or (4) guard against a set of rigid rules that might be quickly outdated. As used in this Code of Ethics, the term reasonable means the prevailing professional judgment of MINT Incorporated members engaged in similar activities in similar circumstances, given the knowledge the MINT Incorporated member had or should have had at the time.

In the process of making decisions regarding their professional behavior, MINT Incorporated members must consider this Code of Ethics in addition to applicable laws and regulations. In applying the Code of Ethics to their professional work, MINT Incorporated members may consider other materials and guidelines that have been adopted or endorsed by educational, scientific, charitable and other organizations and the dictates of their own conscience, as well as consult with others within the field.

PREAMBLE
MINT Incorporated members are committed to increasing scientific and professional knowledge of Motivational Interviewing and people’s understanding of Motivational Interviewing and to the use of such knowledge to improve the condition of individuals, organizations, and society. MINT Incorporated members respect and protect civil and human rights and the central importance of freedom of inquiry and expression in research, teaching, and publication. They strive to help the public in developing informed judgments and choices concerning facilitation of Motivational Interviewing. In doing so, they may perform roles, such as researcher, educator, trainer, student, supervisor, consultant, or administrator.

This Code of Ethics provides a common set of principles and standards upon which MINT Incorporated members build their educational and scientific endeavors.

This Code of Ethics is intended to provide specific standards to cover most situations encountered by MINT Incorporated members. It has as its goals the welfare and protection of the individuals and groups with whom MINT
Incorporated members work and the education of members, students, and the public regarding ethical standards of MINT Incorporated.

The development of a dynamic set of ethical standards for MINT Incorporated members' conduct requires a personal commitment and lifelong effort to act ethically; to encourage ethical behavior by students, supervisees, employees, and colleagues; and to consult with others concerning ethical problems.

GENERAL PRINCIPLES
This section consists of General Principles. General Principles, as opposed to Ethical Standards, are aspirational in nature. Their intent is to guide and inspire MINT Incorporated members toward the very highest ethical ideals. General Principles, in contrast to Ethical Standards, do not represent obligations and should not form the basis for imposing sanctions.

Principle A: Beneficence and Nonmaleficence
MINT Incorporated members strive to benefit those with whom they work and take care to do no harm. When conflicts occur among MINT Incorporated members' obligations or concerns, they attempt to resolve these conflicts in a responsible fashion that avoids or minimizes harm.

Principle B: Fidelity and Responsibility
MINT Incorporated members uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and seek to manage conflicts of interest that could lead to exploitation or harm. MINT Incorporated members consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interests of those with whom they work. They are concerned about the ethical compliance of their colleagues' scientific and professional conduct. MINT Incorporated members strive to contribute a portion of their professional time for little or no compensation or personal advantage.

Principle C: Integrity
MINT Incorporated members seek to promote accuracy, honesty, and truthfulness in the science, teaching, and practice of Motivational Interviewing. In these activities MINT Incorporated members do not steal, cheat, or engage in fraud, subterfuge, or intentional misrepresentation of fact. MINT Incorporated members strive to keep their promises and to avoid unwise or unclear commitments.

Principle D: Justice
MINT Incorporated members recognize that fairness and justice entitle all persons to access to and benefit from the contributions of Motivational Interviewing. MINT Incorporated members exercise reasonable judgment and take precautions to ensure that their potential biases, the boundaries of their
competence, and the limitations of their expertise do not lead to or condone unjust practices.

Principle E: Respect for People's Rights and Dignity
MINT Incorporated members respect the dignity and worth of all people, and the rights of individuals to privacy, confidentiality, and self-determination. MINT Incorporated members are aware that special safeguards may be necessary to protect the rights and welfare of persons or communities whose vulnerabilities impair autonomous decision making. MINT Incorporated members are aware of and respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors in supporting quality in the teaching and dissemination of Motivational Interviewing. MINT Incorporated members try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone activities of others based upon such prejudices.

ETHICAL STANDARDS

1. Resolving Ethical Issues

1.01 Misuse of MINT Incorporated members' Work
If MINT Incorporated members learn of misuse or misrepresentation of their work, they take reasonable steps to correct or minimize the misuse or misrepresentation.

1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority
If MINT Incorporated members' ethical responsibilities conflict with law, regulations, or other governing legal authority, MINT Incorporated members make known their commitment to the Code of Ethics and take steps to resolve the conflict. If the conflict is unresolvable via such means, MINT Incorporated members may adhere to the requirements of the law, regulations, or other governing legal authority.

1.03 Conflicts Between Ethics and Organizational Demands
If the demands of an organization with which MINT Incorporated members are affiliated or for whom they are working conflict with this Code of Ethics, MINT Incorporated members clarify the nature of the conflict, make known their commitment to the Code of Ethics, and to the extent feasible, resolve the conflict in a way that permits adherence to the Code of Ethics.

1.04 Informal Resolution of Ethical Violations
When MINT Incorporated members believe that there may have been an ethical violation by another MINT Incorporated member, they attempt to resolve the issue by bringing it to the attention of that individual, if an informal resolution appears appropriate and the intervention does not violate any confidentiality rights that may be involved. (See also Standards 1.02, Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority, and 1.03, Conflicts Between Ethics and Organizational Demands.)
1.05 Reporting Ethical Violations
If an apparent ethical violation has substantially harmed or is likely to
substantially harm a person or organization and is not appropriate for informal
resolution under Standard 1.04, Informal Resolution of Ethical Violations, or is
not resolved properly in that fashion, MINT Incorporated members take further
action appropriate to the situation. Such further action may include notifying the
Chair or any active Member of the MINT Incorporated Board (see also, MINT
Incorporated Whistleblower Policy adopted April 7, 2009.)

1.06 Cooperating With Ethics Investigations
MINT Incorporated members cooperate in ethics investigations, proceedings,
and resulting requirements of MINT Incorporated or any affiliated association to
which they belong. In doing so, they address any confidentiality issues. Failure to
cooperate is itself an ethics violation. However, making a request for deferment
of adjudication of an ethics complaint pending the outcome of litigation does not
alone constitute noncooperation.

1.07 Improper Complaints
MINT Incorporated members do not file or encourage the filing of ethics
complaints that are made with reckless disregard for or willful ignorance of facts
that would disprove the allegation.

1.08 Unfair Discrimination Against Complainants and Respondents
MINT Incorporated members do not deny persons participation, advancement, or
admissions to programs or other benefits of membership, based solely upon their
having made or their being the subject of an ethics complaint. This does not
preclude taking action based upon the outcome of such proceedings or
considering other appropriate information.

2. Competence
2.01 Boundaries of Competence
(a) MINT Incorporated members provide services, teach, and conduct research
with populations and in areas only within the boundaries of their competence,
based on their education, training, supervised experience, consultation, study, or
professional experience.
(b) MINT Incorporated members planning to provide services, teach, or conduct
research involving populations, areas, techniques, or technologies new to them
undertake relevant education, training, supervised experience, consultation, or
study.

2.02 Maintaining Competence
MINT Incorporated members undertake ongoing efforts to develop and maintain
their competence to support quality in the teaching and dissemination of
Motivational Interviewing.

3. Human Relations
3.01 Unfair Discrimination
In their work-related activities, MINT Incorporated members do not engage in
unfair discrimination based on age, gender, gender identity, race, ethnicity,
culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.

3.02 Sexual Harassment
MINT Incorporated members do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, that occurs in connection with the MINT Incorporated member's activities or roles as a member, and that either (1) is unwelcome, is offensive, or creates a hostile workplace or educational environment, and the MINT Incorporated member knows or is told this or (2) is sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.

3.03 Other Harassment
MINT Incorporated members do not knowingly engage in behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons' age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

3.04 Avoiding Harm
MINT Incorporated members take reasonable steps to avoid harming other members, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable.

3.05 Conflict of Interest
MINT Incorporated members refrain from taking on a professional role when personal, scientific, professional, legal, financial, or other interests or relationships could reasonably be expected to (1) impair their objectivity, competence, or effectiveness in performing their functions as MINT Incorporated members or (2) expose the person or organization with whom the professional relationship exists to harm or exploitation.

3.06 Use of Confidential Information for Didactic or Other Purposes
MINT Incorporated members do not disclose in their writings, lectures, or other public media, confidential, personally identifiable information concerning their clients/patients, students, research participants, organizational clients, or other recipients of their services that they obtained during the course of their work, unless (1) they take reasonable steps to disguise the person or organization, (2) the person or organization has consented in writing, or (3) there is legal authorization for doing so.

4. Advertising and Other Public Statements
4.01 Avoidance of False or Deceptive Statements
(a) Public statements include but are not limited to paid or unpaid advertising, product endorsements, grant applications, licensing applications, other credentialing applications, brochures, printed matter, directory listings, personal resumes or curricula vitae, or comments for use in media such as print or
electronic transmission, statements in legal proceedings, lectures and public oral presentations, and published materials. MINT Incorporated members do not knowingly make public statements that are false, deceptive, or fraudulent concerning their research, practice, or other work activities or those of persons or organizations with which they are affiliated.

(b) MINT Incorporated members do not make false, deceptive, or fraudulent statements concerning (1) their training, experience, or competence; (2) their academic degrees; (3) their credentials; (4) their institutional or association affiliations; (5) their services; (6) the scientific or clinical basis for, or results or degree of success of, their services; (7) their fees; or (8) their publications or research findings.

4.02 Descriptions of Workshops and Non-Degree-Granting Educational Programs
To the degree to which they exercise control, MINT Incorporated members responsible for announcements, catalogs, brochures, or advertisements describing workshops, seminars, or other non-degree-granting educational programs ensure that they accurately describe the audience for which the program is intended, the educational objectives, the presenters, and the fees involved.