



# Code of Ethical Practice

*Exercise professionals add significant value to the health, wellness and physical well being of New Zealanders. In performing their role, it is expected that all REPs registered exercise professionals maintain a high degree of professionalism and ethical conduct.*

**All REPs registered exercise professionals agree to follow the five principles of this code:**

## 1. Uphold Professional Standards

**Registered exercise professionals will always:**

- Act with integrity, maintain professionalism, and operate within the laws of New Zealand
- Maintain a high level of competence through qualification, and undertaking continuing professional development
- Operate within their REPs registration level and scope of practice
- Respect the rights and dignity of every participant regardless of gender, age, disability, ethnicity, sexual orientation, religious or political affiliation, or any other legally prohibited grounds of discrimination
- Ensure any physical contact is appropriate and is carried out with the participant's full consent
- Inform participants clearly of any financial costs related to the activity
- Discuss with parents/guardians the exercise programmes to be provided to minors under the age of 16
- Refer on to another allied professional or specialist when appropriate

## 2. Maintain Safety

**Registered Exercise Professionals will:**

- Prioritise the health and safety of participants, including meeting all obligations under the Health and Safety at Work Act 2015
- Ensure that every participant has been appropriately pre-screened
- Never advocate or condone the use of prohibited drugs, or banned performance enhancing substances
- Identify and respect the physical limits and ability of participants

## 3. Appropriate Relationships

**An exercise professional will:**

- Not engage in any form of unwanted intimate or sexual contact with a participant, including the use of innuendo, or gestures
- Regardless of any relationship status with a participant, ensure that professional standards are maintained when providing exercise services

## 4. Respect Privacy

**To protect the privacy of participants, an exercise professional will:**

- Safeguard confidential information relating to participants
- Only disclose information to other persons/ organisations that is necessary, and with the explicit permission of the participant

## 5. General Professionalism

**An exercise professional must never:**

- Do anything that brings themselves, another exercise professional, an exercise facility/workplace or the exercise industry into disrepute. They will ensure when making any comment (public or otherwise) to be clear that they are making a personal comment, and their view may not necessarily be the opinion of the profession/industry
- Make any claim that is deceptive, derogatory, or that cannot be substantiated

## Breaches of the Code

If you believe a REPs registered exercise professional is in breach of the code, you may make a formal complaint to REPs. Cases may be brought before a REPs disciplinary panel, and the panel is empowered to make binding decisions. Should a breach be found, sanctions may include suspension or termination of REPs registration, a reprimand or formal warning, or other determination the panel considers appropriate.

For further details of this procedure, visit the REPs website - [www.reps.org.nz](http://www.reps.org.nz)