



Ethics, Integrity, and Transparency Policy

At Lia McIntosh Coaching (LMC), we are committed to conducting our business with the highest level of ethics, integrity, and transparency. This policy sets forth our principles and standards for ethical behavior, and our commitment to conducting our business in a fair, honest, and transparent manner.

Ethics and Integrity

All employees, officers, and directors of LMC are expected to act with honesty, integrity, and in compliance with all applicable laws and regulations. We will not tolerate any conduct that violates our ethical standards or legal obligations. Our commitment to ethics and integrity includes:

- Treating all employees, customers, suppliers, and stakeholders with respect, dignity, and fairness.
- Prohibiting discrimination, harassment, or retaliation in any form.
- Maintaining the confidentiality of our confidential and proprietary information.
- Avoiding conflicts of interest, or the appearance of conflicts of interest.
- Complying with all laws and regulations, including antitrust, competition, and data privacy laws.
- Prohibiting the payment of bribes, kickbacks, or any other form of corrupt payment.

Transparency

We are committed to transparency in our business practices, and we will communicate openly and honestly with all of our stakeholders. Our commitment to transparency includes:

- Providing accurate and timely information to our employees, customers, suppliers, and shareholders.
- Disclosing all material information in a clear and concise manner.
- Complying with all applicable accounting and financial reporting standards.
- Ensuring that our marketing and advertising are truthful, accurate, and not misleading.
- Respecting the privacy of our customers and employees, and complying with all applicable data privacy laws.

Equity, diversity, inclusion, and justice (EDIJ)

We are dedicated to promoting equity, diversity, inclusion, and justice (EDIJ) within our coaching community and beyond. We firmly believe that every individual, regardless of their abilities, should be treated with respect, dignity, and fairness.



We are committed to providing an inclusive and accessible learning environment that embraces the diversity of our coaches-in-training and clients. We recognize that discrimination, including ableism and any form of disability-based discrimination, goes against the principles of EDIJ and undermines the core values of our organization.

We strive to foster an atmosphere where individuals of all abilities can thrive and contribute to their fullest potential. We are committed to:

1. Ensuring equal opportunities: We provide equal access to our coaching programs, resources, and support, making reasonable accommodations to meet the diverse needs of our participants.
2. Challenging biases: We actively challenge and address any biases, stereotypes, or stigmatization associated with disabilities. We encourage open dialogue, education, and self-reflection among our coaches-in-training to cultivate a more inclusive mindset.
3. Advocating for inclusivity: We support and advocate for the rights, well-being, and empowerment of individuals with disabilities. We strive to create a coaching community that celebrates and values diversity in all its forms.
4. Continuous learning: We are committed to ongoing education and training on disability awareness and inclusion. We seek to stay informed about best practices and evolving standards in EDIJ to continuously improve our programs and practices.
5. Providing a safe reporting mechanism: We have established clear channels for reporting any incidents of discrimination, including disability-based discrimination. We treat all reports seriously and take appropriate actions to address them.

We invite all coaches-in-training, trainers, and staff to join us in creating a supportive and inclusive coaching environment that embraces the diversity of our global community. Together, we can promote understanding, respect, and equal opportunities for all individuals, fostering a coaching profession that reflects the principles of EDIJ.

Reporting and Enforcement

We encourage all employees, customers, and stakeholders to report any concerns or violations of our ethics, integrity, EDIJ and transparency policy. We will investigate all reports promptly and take appropriate action to address any violations.

Violations of this policy may result in disciplinary action, up to and including termination of employment, as well as civil or criminal liability.