
Cartier Farms EAL Standards of Practice and Code of Ethics

Cartier Farms EAL (CF EAL) is a life-skills training and personal development program that uses experiential learning with horses and the Cartier Farms BuildingBlock™ Equine Assisted Learning curriculum delivered by trained, certified facilitators.

The program's objectives are to help participants: develop self-awareness, self-confidence and social-emotional skills; connect with horses; and learn and practice life skills including relationship-building, communication, teamwork, empathy, problem solving and leadership. CF EAL is delivered as a non-riding program.

The CF EAL Standards of Practice and Code of Ethics have been developed to outline the minimum standards required for effective, ethical delivery of the CF EAL program. Cartier Farms EAL entrusts their program and curriculum to those they have trained who are committed to delivering the CF EAL model as developed, while recognizing that each CF EAL program will be unique.

Cartier Farms EAL partnership reserves the right to revoke certification and all permission to use their materials from those who breach the code of ethics and standards of practice, or who have falsely represented themselves.

The Cartier Farm EAL Delivery model consists of:

- Suitable horses used as partners and teachers
- CF EAL BuildingBlock™ curriculum delivered with each exercise building on the experiences and learnings of prior exercises
- Trained, skilled facilitators with a working knowledge of horse behaviour, horse/human parallels and the key components of life-skills
- CF EAL Program Form of Delivery:
 - group briefing on learning objectives; sharing of knowledge
 - experiential equine assisted learning activities with facilitated mini-debriefs
 - group debriefing that connects experiences with desired learning outcomes
 - handouts including journal pages to take the learning beyond the arena
- Safe environment conducive to learning
- Appropriate application of the EAL exercise: taking into account the ability, behaviour, knowledge and understanding of participants; escalating or de-escalating the exercises as needed; having sufficient facilitator – participant ratios for safety and effectiveness.

Cartier Farms EAL Standards of Practice

1. Program Model

- 1.1 CF EAL facilitators follow the CF EAL Delivery Model whenever delivering CF EAL programs.
- 1.2 CF EAL facilitators only use curriculum and exercises that are approved by Cartier Farms EAL partnership in programs that are marketed as CF EAL.
- 1.3 CF EAL facilitators recognize the CF EAL program is not a therapy program and they do not market or deliver it as a therapy program.

2. Competence

- 2.1 CF EAL facilitators have and maintain competency to deliver safe, ethical and effective equine assisted learning programs. They use sound judgement and knowledge in planning and delivering EAL programs.
- 2.2 CF EAL facilitators regularly evaluate their professional strengths and limitations and strive to improve themselves through ongoing education and training.
- 2.3 CF EAL facilitators represent their qualifications accurately and provide services only within the parameters of their experience, competence and professional training (scope of practice).
- 2.4 CF EAL facilitators seek mentoring support and information as needed and are open to feedback from Cartier Farms EAL trainers, colleagues, participants and other professionals.
- 2.5 CF EAL facilitators take action to remedy personal problems and limitations that might cause harm in the delivery of EAL programs.
- 2.6 CF EAL facilitators do not use mood altering substances (other than necessary prescription drugs) prior to or when delivering EAL programs.

3. Horses

- 3.1 Horses used in EAL programs are respected and valued as partners. They are always treated fairly, kindly and responsibly, and are never mistreated.
- 3.2 CF EAL only works with horses that are well cared for, in sufficiently good health (both physically and psychologically) and serviceably sound, regardless of whether the horses are owned, leased or borrowed.

3.3 CF EAL only uses horses that have suitable temperament, training and experience to work as EAL teachers. Horses are thoroughly tested for suitability before being used in EAL programs.

3.4 Horses used in CF EAL programs will have established relationships and be compatible with each other in an EAL arena setting.

3.5 Horses for whom it would be unfair to remain in EAL programs are retired from their jobs.

4. Respect and Integrity

4.1 CF EAL facilitators respect the rights, autonomy and dignity of all individuals (people and horses), and act with integrity and fairness at all times in the course of their practice.

4.2 CF EAL facilitators take personal responsibility and accountability for their decisions, actions and competence.

4.3 CF EAL facilitators value diversity and respect the unique nature of each person they interact with. They do not discriminate based on age, gender, culture, ethnicity/race, religion / faith, sexual orientation/identity, abilities, social or economic status or health status or disability.

4.4 CF EAL facilitators establish and maintain clear and appropriate professional boundaries with participants; avoid dual relationships when there is a risk of exploitation or potential harm to the participant; and never engage in sexual misconduct or other misuse or abuse of their power and responsibility.

4.5 CF EAL facilitators recognize the rights of individuals to autonomy and self-determination. They understand the sensitive nature of physical touch and they do not use it if it creates risk of harm to participants, unless required as a necessary safety intervention.

4.6 CF EAL facilitators respect the privacy of participants and colleagues and hold in confidence all personal information except when that information is released by written consent or when there is a legal duty to report.

4.7 CF EAL facilitators respect the integrity of the CF EAL program and do not alter the exercise design. They recognize that it is not a therapy model.

4.8 CF EAL facilitators are mindful of copyright infringement and do not reproduce the CF EAL materials or curriculum or share these with others for any purpose, without the express written permission of the Cartier Farms EAL partnership.

5. Safety

5.1 CF EAL facilitators are committed to safety, including both physical and psychological safety, of all humans and horses as the highest priority.

- 5.2 CF EAL facilitators always create and maintain a safe environment and design and implement activities in a safe way.
- 5.3 CF EAL participants learn about horses and herd behavior and safe ways of interacting with horses at the start of programs and ongoing. Facilitators encourage and model safe and respectful human - horse interactions and monitor horse and human behaviour and intervene as necessary for safety.
- 5.4 CF EAL horses are tested for suitability using the EAL horse assessment form before being used in programs. Horses are retested at least every 2 years. EAL horses are re-schooled as needed to maintain the safety and wellbeing of all, including the horses.
- 5.5 CF EAL programs have sufficient certified and oriented facilitators for program safety and effectiveness. Program sessions have no less than one facilitator per two teams; a ratio of one facilitator per one team is recommended. At least 50% of facilitators in any program are CF EAL trained and certified unless an exception is approved by the CF EAL partnership. It is recommended that all facilitators are CF EAL trained and certified.
- 5.6 CF EAL programs have an emergency action plan that all personnel are trained in which at a minimum includes for provision of human first aid, provision of equine first aid or at minimum emergency vet contact, a working phone, emergency contacts, directions to nearest hospital and written posted emergency procedures including evacuation.

6 Business Practices

- 6.1 CF EAL facilitators and program administrators engage in sound and ethical business, employment and administrative practices.
- 6.2 CF EAL facilitators and program administrators are knowledgeable about and respect and uphold all laws, regulations, professional standards and policies relevant to delivery of CF EAL programs.
- 6.3 Information about the EAL program is clearly communicated to participants / guardians and partner agencies including the nature of the program and its risks and benefits. Communication is clear about fees prior to provision of services.
- 6.4 CF EAL participants / guardians sign a registration form and release of liability that identifies fully the potential risks of participation. It is required that general liability insurance is in place.
- 6.5 CF EAL facilitators and program administrators maintain accurate business records in relation to finances, contracts, incorporation, HR administration, risk management, horse assessments, registration/participation, incident reports, and consents to share personal information, including photo releases.

- 6.6 CF EAL programs have policies and procedures in place to manage risks, and document, handle and report accidents and critical incidents and respond to complaints.
- 6.7 CF EAL facilitators and program administrators collaborate and communicate as a team in their practice with participants, other professionals and organizations. They respect and honour their commitments made in relation to CF EAL.
- 6.8 CF EAL facilitators and program administrators regularly collect and consider evaluation feedback from participants and program partners regarding program benefits, participant outcomes, and suggested improvements.
- 6.9 Prior to program involvement, all facilitators and assistants working in EAL programs are properly screened and must pass a criminal background record check if working with youth and/or vulnerable populations. All facilitators and program assistants receive orientation to: EAL and the program model; horse/herd behaviour; roles and responsibilities; and confidentiality and safety policies and procedures.
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Cartier Farms EAL Code of Ethics

1. CF EAL facilitators and programs will act ethically, responsibly and with integrity and fairness at all times, and never discriminate or mistreat any individual whether human or horse.
2. CF EAL facilitators and programs will respect the rights, dignity and well-being of all individuals and provide the highest quality of service, care and collaboration. Safety for all, meaning both physical and psychological safety, is of highest priority.
3. CF EAL facilitators and programs will maintain competency, regularly evaluate their professional strengths and limitations, and strive to improve themselves through ongoing education and training, to deliver effective, ethical and safe EAL programs.
4. CF EAL facilitators and programs will provide services only within the scope of their experience, competence and professional training and will communicate clearly and accurately when describing their qualifications and the CF EAL program.
5. CF EAL facilitators and programs will follow all laws, regulations and practice standards; maintain ethical, competent business practices; and not participate in dishonesty, fraud, illegal activities or misrepresentation.
6. CF EAL facilitators and programs will respect the integrity of, and follow, the code of ethics and standards of practice in all matters relating to the CF EAL program.