**Terms and Conditions**

**This agreement is between Stress Management Coach Damon Simmons and the client named above.**

**Investment**

There is no fee for the initial consultation and the investment for the ensuing meetings is $100.00. These fees will be paid in advance of the sessions. Additional appointments can be scheduled as needed. If you need to cancel an appointment, please provide at least 24 hours’ notice or you will be charged for the appointment.

**Services**

The services to be provided by the coach to the client are face-to-face (if agreed upon and in the immediate area of the coach), by telephone, or through an internet meeting platform, as agreed jointly with the client. Coaching may address specific personal struggles, business issues, or general conditions in the client's life or profession. Other coaching services include value clarification, brainstorming, identifying plans of action, examining modes of operation in life, asking clarifying questions, and making empowering requests or suggestions for action. Additionally, the client may be asked to reflect on difficult topics or situations which may result in an expression of emotions.

Throughout the working relationship, the coach will engage in direct and personal conversations. The client understands that successful coaching requires a co-active collaborative approach between client and coach. In the coaching relationship, the coach plays the role of a facilitator of change, but it is the client's responsibility to enact or bring about the change.

If the client believes the coaching is not working as desired, the client will communicate this with the coach as soon as possible and the coaching strategy will be restructured to address the client’s desired outcome of coaching.

You are very much encouraged to talk more with the coach as to receive a better understanding of what coaching is about and how to get the most out of it.

**Prior History**

Coaching and counselling are not the same. Likewise, therapy and other modes of professional or medical psychological examination shall not be considered equivalent to coaching.

I am not a registered psychologist or psychiatrist, nor a licensed therapist. I do not engage in therapy with my coaching clients. In entering into the coaching relationship, and signing the agreement, you are agreeing that if any mental health difficulties arise during the course of the coaching relationship, you will notify me immediately so that I can discuss with you an appropriate referral.

**Confidentiality**

All information about the coach/client relationship will remain strictly confidential except in very rare circumstances where decreed by law; i.e., where the court might issue a subpoena for the file or information.

If you wish for me as your coach to speak to someone outside our interactions, you need to give me written permission (original letter, fax or email) to do so. Exceptions to confidentiality of course relate to circumstances such as intent to seriously harm someone, child abuse, thoughts of suicide etc. Otherwise, all remaining information is kept confidential.

It is also important to note that in some situations, it is important to be aware of the use of technology in that for some clients, there is a risk in using certain media such as the internet, mobile phones and cordless phones. If you use these to communicate with me, then I will assume that it is appropriate to continue to do so in my interactions with you.

**Release of Liability**

Stress management coaching is a service that provides personal coaching to specific individuals and/or groups. The client is aware that coaching is in no way to be construed or substituted as psychological counselling or any other type of therapy or medical advice. I will, at all times, exercise my best professional efforts, skills, and care of ensuring my client is coached to meet their stress management coaching goals, the client understands and acknowledges the coach will not be liable legally or otherwise, for the actions the client may or may not undertake as a result of the stress management coaching sessions. No assumption of responsibility is made, or given, and the client requesting such advice agrees not to hold Damon L. Simmons responsible or liable in any form or fashion, for such actions taken of their own accord. The method and process by which this advice and direction are given in no manner whatsoever, written or verbal, constitutes an agreement or liability on the part of the provider and is acknowledged to be different in many ways than clinical and medical counselling.

You (the client) agree that using LEO Firstline’s stress management coaching service is entirely at your own risk. Stress management coaching services are provided "as is", without warranty of any kind, either expressed or implied, including without limitation any warranty for information services, coaching, uninterrupted access, or products and services provided through or in connection with the service. This service is requested at the client's own choice and with inherent singular responsibility. Any actions or lack of actions, taken by the client of such advice is done so solely by choice and responsibility of the client and is neither the responsibility nor liability of Damon L. Simmons. The client takes full responsibility in the decisions they make after being coached as well as the consequences. The client enters into coaching with full understanding that they are responsible for creating their own results. Periodically I, Damon L. Simmons, may provide links to other web sites or written print material which may be of value, interest and convenience to you. This does not constitute endorsement of material at those sites or any associated organization product of service. It is the responsibility of the user to make their own informed decision about the accuracy of the information at those sites and print material including their privacy policies. In no event shall Damon L. Simmons be liable for any incident or consequential damages resulting from use of the material.