



**CERTIFIED
CROP ADVISER**

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CCA CHATTER

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Certified Crop Advisor Association®

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April 2025

TO: Ontario Certified Crop Advisors
FROM: Ontario CCA Board of Directors
RE: Misrepresentation of Product Performance

The CCA Board has been made aware of allegations of misrepresentation of product performance by some CCAs. This issue was discussed at a recent Board meeting and is very disconcerting. We want to remind all CCAs that unsubstantiated claims about how well products perform or conversely intentionally not sharing limitations on products and services is a breach of your Code of Ethics.

After successfully completing your CCA exams, you were asked to submit your work and education credentials as well as sign the Code of Ethics. You are expected to abide by that Code in your professional conduct. A breach of the Code can lead to disciplinary action up to and including revocation of your CCA designation.

The sections of the Code that apply to product performance misrepresentation are pasted below. The complete Code is printed on the back page of this newsletter.

Article II. Relation of Professional to the Public

1. A CCA shall avoid and discourage sensational, exaggerated, or unwarranted statements that might induce participation in unsound enterprises.
3. A CCA shall not issue a false statement or false information even if directed to do so by employer or client.

Article III. Relation of Professional to Employer and Client

2. A CCA who finds that obligations to the employer or client conflict with their professional obligation or ethics should work to have such objectionable conditions corrected.

The formal ethics complaint process is a very detailed and prescriptive four-page document which was recently updated by the International CCA lawyer. If you wish to receive a copy, contact Susan Fitzgerald susan.tfio@bell.net in the Ontario CCA office. In short, any individual or organization may file a complaint against a CCA for an alleged violation of the Code of Ethics. A complaint must be both written and signed in order to be reviewed by the Ontario Standards and Ethics Committee. Filing can be regular mail, courier, email, or hand delivery to the Ontario CCA office or the International CCA office. The Standards and Ethics Committee will decide within 90 days of receipt of the complaint whether there is sufficient information and evidence to warrant an investigation. If so, the CCA in question will be contacted, informed of the allegations and given an opportunity to respond to the Standards and Ethics Committee.

The International CCA Board is placing an increasing emphasis on CCA ethics. In addition to the updated complaint investigation procedure, anyone with a CEU cycle ending as of December 2026 will have to have 1.0 CEU in ethics. The ICCA program will be creating educational resources and training on ethics to satisfy this new CEU requirement.

As a Board, we want to emphasize how important it is to abide by your professional ethics. Not only could you lose your CCA designation, but your behaviour also negatively reflects on your CCA colleagues and the entire CCA program. Ethical behavior fosters trust between professionals and their customers, colleagues, and the public. This trust is the foundation of successful relationships and reputations.

2024 Ontario CCA Award of Excellence Winner

The CCA Award of Excellence was given out during the CCA Conference and Annual Meeting on January 14, 2025. The Award is co-sponsored by CropLife Canada and Syngenta.



This year, there were two nominees:

Meagan Scott
Jonathan Zettler

The recipient of the award for 2024 was Jonathan Zettler.

Jonathan graduated from the University of Guelph with a Bachelor of Science in Agriculture in 2005. He became a Chartered Accountant in 2015. He has been a CCA since 2008 and got his 4R Specialty in 2016. Jonathan spent almost 13 years with Cargill and started Fieldwalker Agronomy Limited in 2018. He is also a partner in JBC Agri, a cash crop operation.



Jonathan Zettler receiving the Award of Excellence from Marijke Vanderlaan, Syngenta.

Jonathan provides private crop consulting services to over 50 clients primarily in Bruce, Grey, Huron, Perth and Wellington counties. His goals include benchmarking yield potential and providing actionable advice. He routinely conducts 50 to 100+ on-farm trials each year, mainly fertility and population response trials. Jonathan was Ontario's first service provider for Soil, Water and Topography (SWAT) maps.

Jonathan is immersed in his community and serves on many committees including the CCA Board, Bruce County Soil and Crop Improvement Association, and the Town of Minto Economic Planning Committee. Additionally, within the CCA Program, Jonathan Chairs the Research and Innovation Committee and is a member of the Standards and Ethics Committee.

Jonathan also co-produces the Cropwalker publication, a virtual newsletter which is in its seventh year of publication. Jonathan is known as an open book, wanting to share the knowledge he has gained. 🌱

Innovation Award

The CCA Innovation Award was announced by the Research and Innovation Committee in 2023. The award was designed to recognize an individual, group or organization who has demonstrated significant innovation or research within the crop advising field. The award was sponsored by Honeyland Ag Services



Unfortunately, there were no nominations in 2024. Nominations for both the Award of Excellence and the Innovation Award are taken throughout the year, with a submission deadline of October 31st. Nomination forms can be obtained by visiting the Ontario CCA website at www.ccaontario.com or by calling the office at (519) 787-4322.

Start working on your 2025 nominations now! Deadline is October 31st but we will take submissions any time. 🌱

CCA Emerging Leader Award

The Emerging Leader created by the CCA-ON Marketing Committee, with the intent to showcase and share the talents and dedication of CCAs who have only recently obtained their CCA designation and show great promise for the future.

The award was presented for the second time at the January CCA Conference to Lauren Benoit.

Lauren has a master's degree in plant agriculture from the University of Guelph.

She is a Technical Solutions Agronomist with Bayer Crop Science in Southwestern Ontario.

She leads the research and knowledge transfer strategy for DEKALB seed and Bayer crop protection products in the region.

In her short time in this role and subsequent roles with Bayer, she has led multiple launch campaigns for new technologies in both seed and crop protection and has worked tirelessly to support customers and colleagues alike in coming up with solutions for challenges facing Eastern Canada and even across Canada.



Lauren Benoit (right) receiving the Emerging Leader Award from Meagan Ioi, CCA Marketing Committee Chair.

Her colleagues describe her passion for working cross functionally in the industry, and sharing her experience and knowledge, as nothing short of inspirational. She is always engaging and eager, as she looks for new ways of providing solutions and bringing forward new ideas for the agriculture industry.

Outside of work, she is an active member of the Grain Farmers of Ontario Research and Innovation committee, as well as a past director on the CCA board.

Lauren is currently completing a scholarship with Nuffield Canada, covering a topic that speaks to her passion as she is working to help understand research collaborations between public, private, and industry groups.

Congratulations, Lauren! 🌱

2025 CCA Conference and Annual Meeting

There were over 220 attendees at the 22nd CCA Conference and Annual Meeting, which took place at the Best Western Lamplighter Inn in London on January 14th and 15th.

Our ongoing appreciation goes out to our sponsors. This event would have not been a success without you!

The 2025 CCA conference sponsors were as follows:

Gold Sponsors - \$2,500 Contribution

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- The Agromart Group

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- Grain Farmers of Ontario
- Growmark
- NuFarm Agriculture Inc.
- SGS Canada
- SoilOptix
- The Greenbelt Foundation

Bronze Sponsors - \$500 Contribution

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- Corteva
- Mosaic
- SeCan
- Sylvite
- Yara

2024 CCA Award of Excellence

Co-Sponsors - \$1,000 Contribution

- CropLife Canada
- Syngenta Canada 🌱

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2026 CCA Conference

– Save the Date

Mark your calendars for January 13 and 14, 2026! We are returning to the Best Western Lamplighter Inn, in London for our 23rd CCA Conference and Annual Meeting. Tuesday, January 13, 2026 will be a full day program followed by a half-day on Wednesday, January 14, 2026.

Information on the agenda and registration will be sent out to all CCAs throughout the summer by email. 🌱

Seeking CCA Presentors for Conference

At the 2025 CCA Conference, we had three CCAs give presentations on field research in which they have been involved. This segment of the program was very well received, and we would like to build on this for 2026.

We are looking for up to three CCAs to give 20- to 30-minute presentations on plot work or research projects with which you have been involved. You will receive complimentary registration to the conference and expenses will be covered.

If you are interested in presenting at the 2026 conference, send a summary of your field work to Susan at susan.tfio@bell.net 🌱

20 Years Certified in Ontario

The following CCAs received their 20-year certificate this year. Congratulations on this milestone!

Shawn Brenneman
Scott Caughill
Dennis Frey
Shawn Gillis

William Lester
Timothy Montague
Walter Quilty 🌱

Newly Certified CCAs!

We are pleased to announce that since the last newsletter, six individuals have gained their CCAs designation. Make sure if you see these individuals, you pass along your congratulations.

Jillian Ball
Myranda Ferguson
Jesse Hoage

Sarah Kiar
Madison Spyk
Karlee Webster 🌱

2025 CCA Soil & Water Day

In partnership with Mosaic, the Ontario CCA Association will be hosting the 9th Soil & Water Information Day on Tuesday, November 18, 2025. The event will take place at the **GrandWay Event Centre in Elora**.



Similar to previous years, there will be an in-person or virtual option for attendees. We will offer a live connection so if you are unable to attend in-person, you can join via Zoom to obtain the SW CEUs.

Once the agenda has been set, an email will be sent to all CCAs along with registration information. 🌱

Self-reporting CEUs

If you attended an activity that did not apply for CEUs, then you can self-report this activity to receive credit. Eligible activities are short courses, workshops, clinics, conferences, symposia, field days, college courses, or meetings that relate to any of the four CEU categories. Up to 20 self-reported CEUs will count towards your 40-credit requirement.

When reporting, you will need the meeting title, location, speaker information (if applicable), sponsoring organization, date, description, and what CEU category the activity fulfills. It is recommended to attach any agendas or certificates to the form as well.

Reporting is completed on the ICCA website. Visit the page by scanning the QR code and scrolling to "Self Report CEUs to Your Account". You must be logged in to submit a report. 🌱



CCA Exams

International, local board, and specialty exams are offered quarterly (four times a year). You can take the International and Ontario exams in one window, or you can split them between different windows. There are two remaining registration windows in 2025.

Exam Registration Dates

July 2 - July 28, 2025
October 1 - October 27, 2025

Available Exam Dates

Exams will be conducted during this time frame.

August 6 - 20, 2025

November 5 - 19, 2025

NOTE: Exam registration is only available during the dates listed above, and only for the next available exam date. For example, if you want to take your exam in the November 5 - 19, 2025 exam period, you would register in the October 1 - October 27, 2025 period.

Section Testing

Exams are also now available to be taken by section. The International and Ontario exams are organized into sections, Crop Management, Nutrient Management, Soil and Water Management and Pest Management. Section testing allows candidates to take each of the four sections separately, rather than all at once. They can choose to complete the sections in any order and at their own pace within a five-year timeframe. However, this is more expensive as a proctor fee is paid for each exam sitting.

For additional details and to register for the exams, visit <https://www.certifiedcropadviser.org/exams>



The cost to write the international exam is \$215 US + \$60 proctor fee = \$275 US. The cost for the Ontario exam is \$100 US + \$50 proctor fee = \$150.

Specialty exams (4R NMS and RMS) are \$120 USD + \$50 proctor fee = \$170.00 USD. 🌱

Cover Crop Decision Tools

The Cover Crop Decision Tools are an initiative by the Midwest Cover Crop Council to consolidate cover crop information by state and province to help farmers make cover crop



selections at the county level. Information for each state/province is developed by a team of cover crop experts including university researchers, Extension educators, NRCS personnel, agriculture department personnel, crop advisors, seed suppliers and farmers.

A row crop tool is available via their website and a vegetable cover crop tool is under development <https://www.midwestcovercrops.org/selector-tools/> 🌱



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Industry Updates

Conservation Authorities Update

Submitted by: Tatianna Lozier

Many of the Lake Erie Conservation Authorities are entering the second year of funding for phosphorus reduction projects. CCAs may be interested in funding available for a range of projects, including:

- Cover crops
- Reduced tillage
- Subsurface phosphorus placement
- Soil sampling
- Crop nutrient planning

Additionally, funding is available for erosion control structures, windbreaks, buffer strips, and other phosphorus and sediment reduction initiatives. Where other programs allow, some project categories may be stackable with other funding, providing producers with greater potential for financial support.

If you are interested in opportunities for your growers, you can contact Tatianna Lozier who is the Conservation Ontario liaison to the Ontario CCA Board, loziert@thamesriver.ca. She will be able to direct you to the appropriate contact at your conservation authority.

Ontario Ministry of Agriculture, Food and Agribusiness

Submitted by Christine Brown

- Chatham-Kent-Leamington MPP Trevor Jones is the new Minister of Agriculture, Food and Agribusiness. A former Leamington town councillor first elected to Queen's Park in 2022, Jones previously served in provincial cabinet as Associate Minister of Emergency Preparedness and Response. He replaced Elgin-Middlesex-London MPP Rob Flack, who was moved to the Ministry of Housing.
- The Agronomy Guide is being updated online and will be posted on Field Crop News. There will be one topic per page with similar information as in the original hard copy version but different format. It will take some time to complete.
- The spring breakfast meetings are starting.
- The SWAC recorded sessions will remain online for another couple weeks. If you have difficulty scanning the QR codes, record the name of the presentation and the CEU tracking number and contact Daina in the CCA office office.tfio@bellnet.ca
- Manure Mondays are wrapping up. They have had good participation, usually over 100 from across Canada and the U.S.

Ontario Soil and Crop Improvement Association

Submitted by Angela Straathof, Director of Research and Knowledge Transfer

OSCIA recently held a successful AGM in Kingston. Eleanor Renaud is the new OSCIA President.

OSCIA has finalized a new three-year Strategic Plan. It is available on the website <https://www.ontariosoilcrop.org/strategic-work-plan/>

Early in March, there was a targeted On-Farm Climate Action Fund (OFCAF) application intake for nitrogen management practices. The intake period was very short as demand was unprecedented. Intakes for cover cropping and rotational grazing systems are scheduled to open later in the spring. Information on these new opportunities will be released in the coming weeks.

Grain Farmers of Ontario

Submitted by Marty Vermey

- GFO is celebrating their 15th anniversary.
- Recently released their Strategic Plan – https://gfo.ca/wp-content/uploads/2025/01/Strategic_Plan_2025.pdf
- Grain Farmers of Ontario Legacy Fund Scholarships - GFO awarded 10 scholarships to post-secondary students studying agriculture and other fields of study with benefit to grain farming.

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Join the conversation

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 [@ManageResistanceNow](https://www.facebook.com/ManageResistanceNow)

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- Farmer-Researcher Connect - A new GFO initiative aimed at bridging the gap between researchers and farmers interested in on-farm research. A farmer database is being generated and will be able to help link researchers to farmers who are interested in exploring participation in research projects.

- Breeding Advocacy - GFO is navigating a period of transition, with the federal government less interested in funding the breeding for new crop varieties. Efforts are underway to analyze the public and private breeding landscape for field crops and ensure a strategy is in place that will benefit farmers.

- University of Guelph Professorships - GFO advocated for academic and research capacity in areas important to grain farmers. Recent appointments include:

- Grain Farmers of Ontario Professorship in Field Crop Pathology (Ridgetown)

- Dr. Gursahib Singh has joined UG in the position supported by the \$2M gift from the GFO Legacy Fund

- Assistant Professor in Field Crop Entomology (Ridgetown)

- Dr. Jocelyn Smith stepped into the Field Crop Entomology position

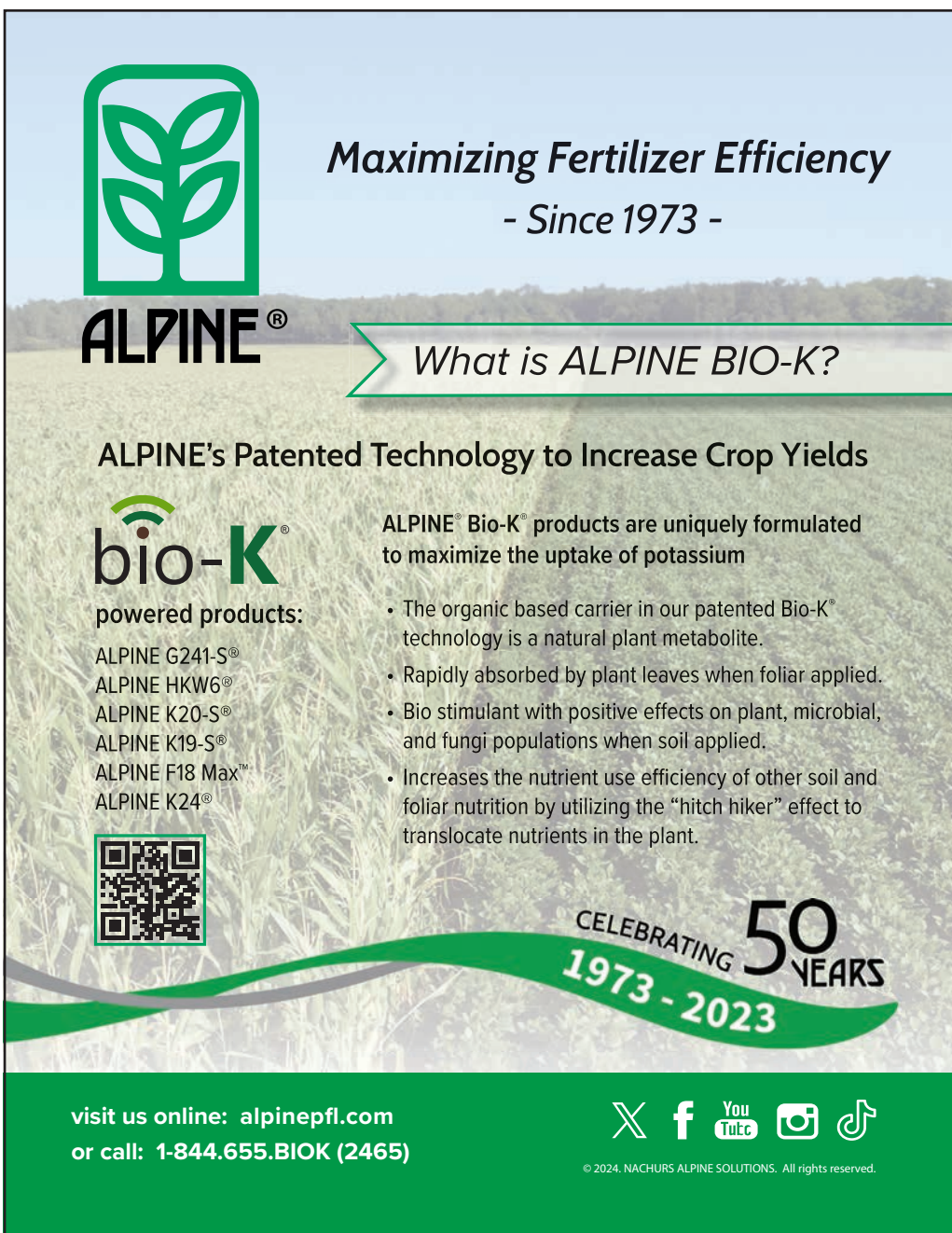
- Ontario Bean Growers Professorship in Weed Science (Ridgetown)

- Dr. Isabelle Aicklen steps into the weed researcher position.

- Great Lakes YEN - Registration for the 2025 wheat program has exceeded 100 participants in Ontario. The Networking event for participants will be in the UK this June with participants attending the "Cereals" event as well as visiting with the high yield wheat YEN participants in the Lincolnshire region of England.

- The GoCrops website www.GoCrops.ca was launched in 2024 with great collaboration of the crop committees. Continued maintenance and updates of data will be done by the crop committees for their specific crop sections of the website.

- Be Drift Aware campaign was launched last year. The website is an online tool that focuses on all things related to drift. Visit www.bedriftaware.ca for more information.



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- Grain Farmers of Ontario-Corteva Farmer Leadership Program is a three-day course for farmer delegates focused on leadership development at the Ivy School of Business. The inaugural class was held in March 2025, and this will be an annual program offered to GFO farmer delegates.

- The GFO March Classic was held on March 18th in London. The attendance broke previous records.

Agriculture and Agri-Food Canada

Submitted by Pamela Joosse

- AAFC continues to implement its Strategic Plan for Science. Hiring processes are underway for eight new research scientist positions across the country. An opening for a Climate Smart Digital Agronomist based at Harrow was recently posted.

Continued on page 8.

- The Living Lab – Ontario project had its second Co-development Workshop on February 26-27. Participating farmers, scientists and partners got to learn about different aspects of the project. Research teams shared results from the first field season and discussed plans for the next year with participating farmers. The time was also used to brainstorm KTT and communication opportunities for the coming year.
- Clusters under the Sustainable Canadian Agricultural Partnership have been announced. The AgrilInnovate program for for-profit entities to incent targeted commercialization, demonstration and/or adoption of commercial-ready innovative technologies. And, the Agricultural Clean Technology program that includes precision agriculture continues to be open. The specific project titles and lead researcher information for each is typically shared at: Research projects - agriculture.canada.ca

University of Guelph

Submitted by Dr. Dave Hooker

The University of Guelph's Ontario Agricultural College (OAC) is excited about the appointment of three new faculty members at the Ridgetown Campus, enhancing its expertise in agricultural research and education.

Most recently, Dr. Isabelle Aicklen has been appointed as the Ontario Bean Growers (OBG) Professor in Weed Management, a position funded by OBG and an anonymous donor to promote weed management research and support the dry bean industry.

Dr. Gursahib Singh joins the Department of Plant Agriculture as the Grain Farmers of Ontario Professor in Field Crop Pathology, bringing extensive experience from his previous role as Research Farm Director in Saskatchewan.

Dr. Jocelyn Smith has been named Assistant Professor in Field Crop Entomology, continuing her impactful work at Ridgetown while joining OAC's School of Environmental Sciences.

A fourth position in dry bean and pest management will be re-advertised shortly to fill the vacancy left by the retired Chris Gillard.

In other news, Dr. Laura Van Eerd has been appointed the inaugural Charlotte Products Ltd. Chair in Net Zero Soil Management, supported by a \$1.5-million gift from Charlotte Products Ltd., to advance research on sustainable soil health practices and crop productivity.

These developments highlight OAC's commitment to fostering agricultural innovation and supporting Ontario's farming community. 🌱



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*Intake will close once all funds have been allocated





Agriculture and Agri-Food Canada

Agriculture et Agroalimentaire Canada

Corn Rootworm Trap Participants Needed

Thanks to GFO and ABSTC, we still have some free corn rootworm sticky traps to give away this year to any interested trap participants, new or experienced. Fields with a history of corn on corn and repeated CRW Bt hybrid use are the preferred target sites.

We would especially like to see some increased participation from Central and Eastern Ontario, though sites from anywhere across the province are welcome.

Any participants from the previous years are encouraged to use some of the same fields again so we can compare CRW levels to previous years, but this is not mandatory. Anyone can join, as long as they are willing to check and change the traps approximately once every seven days for 6 or more weeks.

Data must be entered into the CRW Trap Network after each week so we can map how many beetles are caught in each trap, each day. It will also make it easier for us to recognize adult peak activity.

Trapping is expected to begin in July. If you would like to participate, please contact Tracey Baute at OMAFA (tracey.baute@ontario.ca) with the number of sites you plan to

monitor. It would be greatly appreciated if participants could also include a mailing address to send supplies to, as well as a phone number. 🌱

Don't Miss CCA Updates!

Don't miss out on updates from the CCA office! Make sure your contact information is up to date.

Update your contact information by logging in to certifiedcropadvisor.org and clicking on "My Account". The e-mail address you use to login is the one that the ICCA adds to the ON-CCA listserv.

Not receiving CCA e-mails? Make sure to check your spam folder, as listserv e-mails are sometimes flagged. If you can't find them there, contact Daina at the CCA office office.tfo@bellnet.ca. 🌱

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Jonathan Zettler CPA, CMA, CCA-ON 4R-NMS

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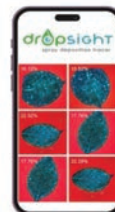
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Placing Value on Your CCA Certification

Membership organizations only thrive if they maintain a focus on serving and delivering value to their members. This is especially true of associations in which membership is voluntary, like the CCA program.

Many CCA boards are experiencing declining membership. This may be partly due to consolidation within the sector and demographics, i.e., retirements. However, most vacancies left by retirees are eventually filled so are the new agronomists not pursuing their CCA certification? In certain states, the local boards indicate employers will not pay the cost of their employees acquiring and maintaining the designation and going so far as to require employees to use vacation days in order to attend CEU events.

Fortunately, in Ontario many employers prefer or require CCA certification when hiring agronomists. Holding a CCA certification signals to employers, clients, and peers that you have met rigorous standards of knowledge and professionalism in agronomy. It demonstrates your dedication to the field and your ability to provide science-based advice to clients. The CCA

program requires ongoing education to help ensure CCAs stay current with the latest research, technologies, and best practices in the field.

Our Ontario CCA numbers have remained fairly stable since 2019, floating between 650 to 660 members. The Prairie Board has grown over that same period, from 1,090 to 1,387. The Atlantic Provinces have 63 CCAs; in 2019 they had 52. Canada represents 17% of the CCAs in North America and our boards are strong. Two of the larger US CCA states have shown significant declines. Iowa had 1,228 CCAs in 2019 and now have 1,048. Illinois went from 1,200 CCAs in 2019 to 964 in 2024. Those boards have very dedicated staff but are still finding it difficult to retain membership. See the accompanying map shows the distribution of CCAs at the end of 2024.

Overall, the CCA certification is a valuable asset that enhances your professional standing, supports continuous learning, and connects you with a network of experts in the field. The Ontario CCA staff and Board of Directors encourage you to think of ways the Ontario CCA Program could provide added value to you and your growers. Don't hesitate to call or e-mail your suggestions to the Ontario CCA office whether it is a marketing idea, a suggestion for a meeting speaker, or a topic to cover in the newsletter. Feedback, both positive and negative, is welcome. 🌱

2024 CCA Program Participants



Bt Resistant European Corn Borer – Act Now



Locations with Bt resistant
ECB populations in Canada

- European corn borer (ECB) is a destructive pest of corn and other high value crops.
- For decades, Bt corn has provided protection from ECB, reducing insecticide use, yield loss and quality issues.
- ECB populations resistant to Bt are spreading in Canada.
- If this continues, Bt corn will no longer work, and we'll be back to relying on insecticides for ECB management.



SCOUT

REPORT

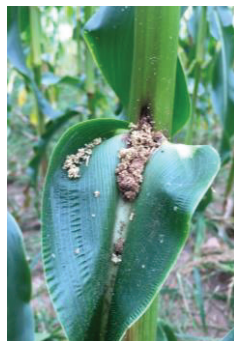
MITIGATE

SCOUT

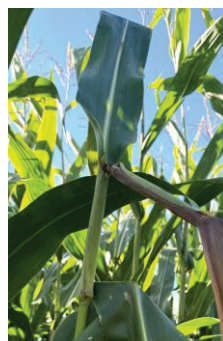


Look for signs of
ECB damage in
Bt corn fields in
late summer.

Frass and Tunnels



Broken Stalks



Tunneling



Broken Tassels

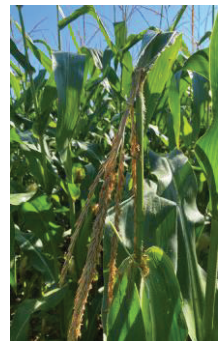


Photo Credits: Dr. J. Smith, UGRC

REPORT



Contact your seed agronomist and provincial specialist, if you find any signs of unexpected ECB damage in Bt corn fields.

MITIGATE



- Shred corn stubble during or shortly after harvest to kill overwintering ECB populations and reduce risk of spread.
- In areas with low ECB pressure, consult an extension specialist or advisor about planting non-Bt corn to reduce ECB exposure to Bt toxins.



For more on ECB scouting, thresholds and insect resistance management and provincial specialist contacts, go to cornpest.ca or use this QR code.





ICCA Code of Ethics

Certified Crop Adviser (CCA) Code of Ethics

All individuals certified under the International Certified Crop Adviser (ICCA) program must subscribe to the CCA Code of Ethics. The ICCA Standards & Ethics Committee periodically reviews the current Code of Ethics.

Article I. Preamble

1. The privilege of professional practice imposes obligations of responsibility as well as professional knowledge. The ICCA program certifies the credentials of individuals through state/provincial certification boards.
2. When using the CCA designation, a CCA shall use professional conduct in all communications relating to this vocation including but not limited to emails, blogs, and social media.
3. The ICCA program will award the title of Certified to individuals who meet the experience, testing requirements and the continuing education requirements of the ICCA program. The ICCA program does not require college level education. A college education will substitute for part of the ICCA work experience requirement as provided for in the ICCA guidelines.
4. Certified Crop Advisers (hereafter called CCAs), at the request of a client or employer, must disclose the information used to gain certification. CCAs who knowingly misrepresent their credentials will face disciplinary action.

Article II. Relation of Professional to the Public

1. A CCA shall avoid and discourage sensational, exaggerated, or unwarranted statements that might induce participation in unsound enterprises.
2. A CCA shall not give professional opinion, or make a recommendation, without being as thoroughly informed as might reasonably be expected considering the purpose for which the opinion or recommendation is desired; and the degree of completeness of information upon which it is based should be clear.
3. A CCA shall not issue a false statement or false information even if directed to do so by employer or client.

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1. A CCA shall protect, to the fullest extent possible, the interest of the employer or client insofar as such interest is consistent with the law and professional obligations and ethics.
2. A CCA who finds that obligations to the employer or client conflict with their professional obligation or ethics should work to have such objectionable conditions corrected.

3. A CCA shall not use, directly or indirectly, employer or client's information in any way that would violate their confidentiality.
4. A CCA shall not divulge information given in confidence.
5. A CCA retained by one client shall not accept without the client's written consent, an engagement by another if the interests of the two are in any manner conflicting.
6. A CCA who has made an investigation for any employer or client shall not seek to profit economically from the information gained, unless written permission to do so is granted, or until it is clear that there can no longer be a conflict of interest with the original employer or client.
7. A CCA shall engage, or advise employer or client to engage and cooperate with other experts, specialists and government agency staff.
8. A CCA protects the interest of a client by recommending only products and services that are in the best interest of the client and public.
9. A CCA protects his/her credibility by disclosing to clients how he/she will be compensated for providing recommendations to the client.

Article IV. Relation of Professionals to Each Other

1. A CCA shall not falsely or maliciously attempt to injure the reputation of another.
2. A CCA shall freely give credit for work done by others, to whom the credit is due, and shall refrain from plagiarism of oral and written communications and shall not knowingly accept credit rightfully due another person.
3. A CCA shall not use the advantage of public employment (e.g. university, government) to compete unfairly with other certified professions.
4. A CCA shall endeavor to cooperate with others in the profession and encourage the ethical dissemination of technical knowledge.

Article V. Duty to the Profession

1. A CCA shall aid in exclusion from certification, those who have not followed this Code of Ethics or who do not have the required education and experience.
2. A CCA shall uphold this Code of Ethics by precept and example and encourage, by counsel and advice, other CCAs to do the same.
3. A CCA having positive knowledge of deviation from this Code by another CCA shall bring such deviation to the attention of the CCA's Local Board.

Approved by
International CCA Board of Directors 07/97

Edited and approved by
ICCA Board of Directors 09/2016



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