

CREME CONSULTANTS

Global Leverage Board of Excellence

CODE OF PROFESSIONAL ETHICS

Effective 2026 · All Active Credential Holders

PREAMBLE

The CREME Code of Professional Ethics is a binding condition of all CREME credentials. These standards are not guidelines. They apply from the date of application submission through the full life of the credential, regardless of active, suspended, or on-hold status. Every credential holder is a representative of the CREME standard. The quality of their conduct is the quality of the brand.

1. SCOPE OF PRACTICE

Practitioners deliver services only within their declared Scope and credentialed designation. A CLC-level practitioner does not perform CLO-level organizational deployments. A CLCEI delivers CE only within the scope of their underlying credential. Scope boundaries are non-negotiable. Practice outside declared Scope without GLBE authorization is a Level 2 violation.

2. ACCURATE REPRESENTATION

Practitioners accurately represent their credentials in all professional communications, marketing materials, digital profiles, and public-facing platforms. No practitioner may claim, imply, or suggest possession of a CREME designation not yet formally awarded by the GLBE. Fraudulent credential representation is a Level 1 violation.

3. CONFIDENTIALITY

Practitioners maintain strict confidentiality of all client information, organizational data, and proprietary CREME materials. The 125 Leverage Index, scoring tools, CRISP Framework, 5-Stage Ascension Model, and all associated methodology materials are proprietary to CREME Consultants and may not be reproduced, redistributed, taught, adapted, or commercially exploited without express written authorization from CREME Consultants.

4. INTEGRITY OF ASSESSMENT

Practitioners administer the 125 Leverage Index with full fidelity to the established scoring methodology. Manipulation of Index scores, fabrication of client outcomes, selective omission of data, or any misrepresentation of assessment results is a Level 1 ethics violation and grounds for immediate permanent credential revocation.

5. PER-ASSESSMENT FEE COMPLIANCE

Practitioners operating on the Private Practice Track remit the \$50 per-assessment access fee to the GLBE at the time of each 125 Leverage Index administration. Each administration is logged in the practitioner's Annual Standards Report. Failure to remit fees for three or more administrations constitutes a Level 2 violation and grounds for credential suspension.

6. CE CONTENT INTEGRITY — CLCEI

All CE content designed or delivered by a CLCEI must receive written approval from the GLBE Continuing Education Approval Committee and a CE Approval Code before delivery. No CE content may be offered for credit

without a valid Approval Code. Content may not be modified after approval without resubmission and re-approval. Delivery of unapproved CE content is a Level 2 violation.

7. EXAMINATION INTEGRITY — CLME

CLMEs conduct all practical examinations and organizational audits with impartiality, consistency, and full adherence to GLBE examination and audit protocols. No CLME may examine or audit a candidate, organization, or entity with whom they have a direct financial, personal, or professional conflict of interest without prior written disclosure to and express approval from the GLBE. Undisclosed conflicts of interest are a Level 1 violation.

8. PROFESSIONAL CONDUCT

Practitioners conduct themselves with professionalism in all interactions with clients, organizations, and fellow credential holders. Conduct that damages the reputation of CREME Consultants, the GLBE, or the 125 Leverage methodology — including public disparagement, misrepresentation of program outcomes, or inappropriate use of CREME brand identity — is subject to disciplinary review and constitutes a Level 2 violation.

ETHICS VIOLATIONS & DISCIPLINARY PROCESS

Disciplinary Authority

Ethics violations are reviewed by the GLBE. CREME Consultants and the GLBE reserve sole authority to determine the severity of a violation and the appropriate disciplinary response. All disciplinary decisions are documented in the practitioner's GLBE candidate file.

Level	Classification	Violation Examples	Consequence
Level 1	Immediate Revocation	Fabrication of outcomes or Index scores Unauthorized use of CREME marks or designations not held Breach of client confidentiality causing demonstrable harm Fraudulent credential representation to a client or organization	Permanent revocation of all CREME designations. Reflected in the public Certified Practitioner Directory. Re-application requires express written authorization from CREME Consultants leadership.
Level 2	Suspension Pending Review	CE delivery without a valid GLBE Approval Code Failure to remit per-assessment fees (3+ instances) Practice outside declared Scope without GLBE authorization Conduct materially damaging to the CREME ecosystem	Credential suspended pending GLBE investigation. Reinstatement requires a remediation plan and formal GLBE approval.
Level 3	Written Warning	Late renewal without communication to GLBE Minor scope violations self-reported within 30 days CE content modification without resubmission	Written warning issued and filed. Three Level 3 violations within any 24-month period automatically escalate to a Level 2 review.

Level 1 revocations are permanent and are reflected in the public CREME Certified Practitioner Directory. Revoked practitioners may not re-apply for any CREME designation without express written authorization from CREME Consultants leadership.

ATTESTATION

By submitting a CREME credentialing application, the Applicant acknowledges that they have read, understood, and agree to be bound by this Code of Professional Ethics in its entirety from the date of submission through the full life of any credential awarded.

Applicant Signature

Date

Applicant Printed Name

Designation Applied For

Global Leverage Board of Excellence

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