

Coaching Partnership Agreement

I, _____ (partner), willingly agree to engage as a partner with the Conflict Resolution Coach at the University of California Merced and by doing so acknowledge the following:

The Coaching Relationship

The coaching relationship is a collaborative partnership. Coaching is a partner-driven process, where the partner(s) take ownership and control over their goals and challenges with the support of the coach. The coaching relationship in it of itself, is a non-disciplinary partnership and does not satisfy a step toward progressive discipline.

The Coach's Role

The coach's role is to support the partner(s) to find clarity and direction, to move toward their goals, and to manage difficult situations. The coach agrees to the following:

1. The coach agrees to be an impartial party and will not take sides, make decisions, make evaluations, provide solutions, nor take action on behalf of the partner.
2. The coach agrees to support brainstorming, give feedback, keep the partner(s) on track, encourage a future-focused outlook, and support respectful and productive dialogue.
3. The coach agrees to support the partner(s) to find doable and durable pathways forward and will encourage realistic and sustainable actions.

The Partner's Role

The partner's role is to be the driver of the coaching process and to participate in good faith. In the spirit of good faith, the partner agrees to the following:

1. The partner agrees to explore new ideas, perspectives, and pathways forward and to treat other partners involved and the coach with respect.
2. The partner agrees to take responsibility and hold the coach harmless for decisions and actions made during the coaching partnership.
3. The partner agrees to address challenges and resolve conflicts to the best of their ability and to only make action plans or agreements if they are prepared to carry them out.

Voluntary

Coaching is a voluntary partnership and may not be appropriate for everyone. If the coaching relationship is not working for the partner, the coach asks that the partner communicates their concerns and feedback to the coach directly so the coach and the partner can work together to make necessary adjustments. If the partner decides that coaching is not right for them, they may withdraw at any time, via writing. The coach may also end the partnership if it becomes clear that the scope of work or support needed is outside of what the coach is able to offer.

Privacy Policy

Coaching is a private process and the coach invites the partner to explore openly their goals, challenges, and conflicts in their coaching relationship. Please note that the coach is a ‘Responsible Employee’ and therefore there are some exceptions to privacy. These exceptions include (1) threats of violence; (2) plans to conceal or conduct criminal activity; (3) if parties are at risk of causing harm to themselves or others; (4) written communication; (5) the Coaching Partnership Agreement and, *if applicable*, any Coaching Sponsorship Agreements; (6) documented agreements or summary reports; or (7) if there is evidence or disclosure of violation of the below University of California Policies:

- [Child Abuse and Neglect Reporting Act;](#)
- [Sexual Violence and Sexual Harassment Policy;](#)
- [Whistleblower Protection Policy;](#)
- [Discrimination, Harassment, and Affirmative Action in the Workplace;](#)
- [Abusive Conduct and Acts of Violence](#)

The coach may disclose whether coaching sessions occurred and whether agreements or action items were made. Additional non-identifying disclosures may be made to support UCM identify and address campus-wide issues and challenges. Notes taken by the coach during the coaching partnership are private and are for the sole use of the coach to best support partners. These notes will be destroyed at the end of the coaching relationship. Only notes that pertain to threats of violence, plans to conduct or conceal criminal activity, or potential or actual violations of the above UC Policies may be retained and/or shared with the necessary reporting party.

By signing below, we voluntarily enter into a coaching partnership.

Partner (Signature) Date

Coach (Signature) Date