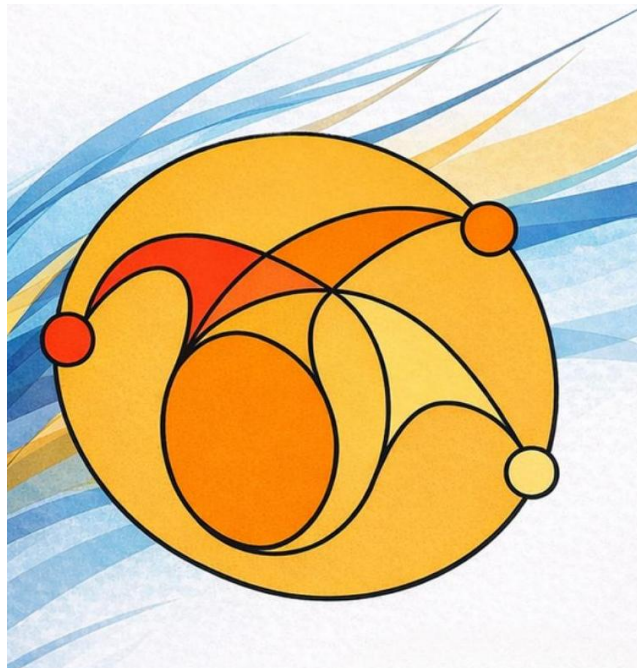


THE
**PROVOCATIVE CHANGE
WORKS**

PROHIBITION OF CONVERSION THERAPY





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Prohibition of Conversion Therapy Policy

THE ASSOCIATION FOR PCW PRACTITIONERS

Effective Date: January 01, 2026

Review Date: January 01, 2027

Version: 1.0

Policy Statement

The Association for PCW Practitioners unequivocally opposes the practice of conversion therapy.

Conversion therapy — which seeks to change or suppress an individual's sexual orientation or gender identity — is unethical, harmful, and fundamentally incompatible with the values and practices of PCW. PCW as a modality is dedicated to supporting clients in a manner that is affirming, client-led, and respectful of each individual's unique identity.

PCW practices are fundamentally different from and cannot be aligned with conversion therapy.

This policy applies to all members practising globally, ensuring that everyone is treated with respect, dignity, and care, regardless of their sexual orientation or gender identity. While this policy references UK legislation, it applies equally to practitioners in all countries. Practitioners are expected to be aware of and comply with the laws and regulations regarding conversion therapy in their respective countries. This policy aligns with international human rights standards and professional ethical guidelines that condemn conversion therapy.



Definitions

Sexual Orientation: An inherent or enduring emotional, romantic, or sexual attraction to other people. This includes, but is not limited to, heterosexual, homosexual, bisexual, pansexual, and asexual orientations.

Gender Identity: An individual's deeply felt internal experience of gender, which may or may not correspond with the sex assigned at birth. This includes identities such as male, female, transgender, non-binary, genderqueer, and others.

Practitioner: Any member, associate, or professional affiliated with the Association for PCW Practitioners who provides PCW services.

Client: An individual who receives PCW services from a practitioner.

Client-Led: A therapeutic approach where the client's needs, goals, and perspectives direct the course of the work without imposition from the practitioner.

Harmful Techniques: Methods or practices that cause physical or psychological harm to an individual, including but not limited to aversive techniques, coercion, or any form of physical or emotional abuse.

Aversive Techniques: Techniques that use unpleasant stimuli or punishment with the intent to reduce or eliminate certain behaviours or feelings. Examples include electroshock therapy, inducing nausea or pain, or shame-based methods.

Professional Misconduct: Behaviour by a practitioner that violates professional ethical standards, organisational policies, or laws, including engaging in prohibited practices such as conversion therapy.

Complaints Officer: An appointed individual within the Association responsible for receiving, acknowledging, and investigating reports of policy violations.

Definition of Conversion Therapy

Conversion therapy refers to any practice, treatment, or sustained effort that attempts to change or suppress an individual's:

- ☐ Sexual Orientation: for example, efforts to change someone from homosexual or bisexual to heterosexual.



- Gender Identity: for example, efforts to change someone from transgender or non-binary to cisgender.

These practices are psychologically harmful and have been widely discredited by mental health organisations worldwide.

This policy does not prohibit therapeutic interventions that support an individual in exploring their sexual orientation or gender identity, provided these interventions are:

- Client-led: directed by the client's own goals and needs.
- Affirming: respectful and supportive of the client's identity.
- Non-directive regarding outcomes: not attempting to steer the client toward a specific identity or orientation.

Legal Context

United Kingdom

The UK government has recognised the detrimental effects of conversion therapy and is in the process of enacting legislation to ban such practices. As of the effective date of this policy, the government has committed to introducing the Conversion Therapy (Prohibition) Bill, which will make it illegal to perform, offer, or promote conversion therapy practices.

Practitioners must comply with the Conversion Therapy (Prohibition) Bill once enacted, as well as existing laws such as the Equality Act 2010, which protects individuals from discrimination based on sexual orientation and gender identity. Non-compliance may result in legal action, including criminal prosecution and civil liability, alongside professional disciplinary measures.

International Context

For practitioners operating outside the UK, this policy aligns with international human rights standards and professional ethical guidelines that condemn conversion therapy.



Practitioners are expected to be aware of and comply with the laws and regulations regarding conversion therapy in their respective countries, including any laws that prohibit such practices.

Prohibited Practices

Practices prohibited under this policy include, but are not limited to:

- ☐ Attempting to alter identity: any effort to change or suppress a person's sexual orientation or gender identity through PCW interventions.
- ☐ Use of harmful techniques: employing psychological, behavioural, or aversive techniques designed to change or suppress an individual's orientation or identity.
- ☐ Misrepresentation: offering, promoting, or condoning conversion therapy under the guise of PCW or any related practice.
- ☐ Referrals: referring or recommending clients to any third-party therapist, organisation, or programme that practises or promotes conversion therapy.

Ethical and Professional Considerations

PCW practitioners must:

- ☐ Provide a safe, supportive, and non-judgemental environment.
- ☐ Respect and affirm the sexual orientation, gender identity, and self-expression of all clients.
- ☐ Ensure that changework goals are determined by the client, without imposing the practitioner's personal beliefs, biases, or assumptions.
- ☐ Reject any practice that causes harm or seeks to diminish an individual's sense of self-worth.

Consequences of Violation

Any practitioner found to be engaging in or endorsing conversion therapy will face disciplinary actions, including:



- ☐ Suspension or revocation of membership with the Association.
- ☐ Reporting to relevant regulatory bodies, which may include legal implications under the Conversion Therapy (Prohibition) Bill or equivalent legislation.
- ☐ Civil or criminal liability, including lawsuits, fines, or prosecution under applicable laws.

Support for Practitioners

The Association is committed to providing resources, training, and support to help practitioners understand and apply this policy. Available support includes:

- ☐ Educational workshops on LGBTQ+ sensitivity, inclusive practices, and ethical guidelines.
- ☐ Resource materials, research, and guidelines on working effectively with LGBTQ+ clients.
- ☐ Consultation services with experienced professionals on best practices.
- ☐ A dedicated helpline for practitioners seeking advice or clarification on matters related to this policy.

Reporting Concerns

If a practitioner or client becomes aware of any violation of this policy, they are encouraged to report the matter to the Association's Complaints Officer for investigation and appropriate action. All reports will be handled confidentially and with sensitivity.

Anonymous reporting is available. The Complaints Officer will acknowledge receipt of a report within 7 days and aim to complete the investigation within 30 days.

Legal Framework References

UK Legislation:

- ☐ Conversion Therapy (Prohibition) Bill (Pending Legislation)



- ☐ Equality Act 2010
- ☐ Data Protection Act 2018 / GDPR
- ☐ Safeguarding Vulnerable Groups Act 2006

International Standards:

- ☐ United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- ☐ Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity

Practitioner Acknowledgement

Practitioners are responsible for familiarising themselves with this policy and integrating its principles into their practice. Failure to comply may result in disciplinary action, up to and including termination of membership and reporting to legal authorities.

Name: _____

Signature: _____

Date: _____

Issued by the PCW Association Board