

# The Nature of the Coaching Relationship

Performance and executive coaching provided by Daryl Appleton, EdD, LMHC, through **Cioffi Appleton, LLC**

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Please read these terms before your session. They explain what coaching is, what it is not, and the limits that apply to our work together. Confirming that you have read and understood them is a condition of participation.

## 01 Coaching is not mental health treatment

The services provided are professional development coaching. Coaching supports goal setting, leadership growth, communication, and work-life integration. It is not psychotherapy, counseling, diagnosis, or treatment for any mental health or medical condition, and it is not a substitute for those services.

Engaging in coaching does not establish a therapist-client, counselor-client, or physician-patient relationship, and no such relationship is created by these sessions.

## 02 About the coach and her license

Daryl Appleton holds a doctorate in education (EdD) and is a Licensed Mental Health Counselor (LMHC) in the State of Rhode Island. In providing coaching, she is acting in the capacity of a coach, not as your licensed mental health counselor.

Her clinical training informs the coaching methods used, but the protections, obligations, and scope that govern a treating clinical relationship do not apply to coaching. If you are seeking mental health treatment, that care must be provided within a separate, formal clinical relationship with an appropriate provider.

## 03 Participation is voluntary

Participation is entirely voluntary. You may decline any topic, pause, or end the coaching relationship at any time, without penalty and without effect on your employment, training, or standing.

## 04 Confidentiality and its limits

Information you share in coaching is treated as confidential and is maintained to the extent permitted by law. Because coaching is not mental health treatment, these communications are not protected by the legal privilege that applies to a licensed therapist-client relationship, and they should not be assumed to carry that protection.

Confidentiality does not apply where the law requires or permits disclosure. This includes, but is not limited to:

- Suspected abuse or neglect of a child. Under Rhode Island law, any person with reasonable cause to suspect that a child has been abused or neglected must report it to the Department of Children, Youth and Families (R.I. Gen. Laws § 40-11-3).
- An imminent risk of serious harm to yourself or another identifiable person, where disclosure is necessary to protect safety.
- Suspected abuse, neglect, or exploitation of an elderly or otherwise vulnerable adult, as required by law.
- A valid court order, subpoena, or other legal requirement.

## 05 What is shared with the institution

Where coaching is funded by an employer or institution, the content of your individual sessions is not disclosed to that institution. Only aggregate, de-identified information, such as overall participation and general themes across groups, may be shared to describe the program. Individual identities and the specifics of what you discuss are not reported.

## 06 When clinical needs arise

Coaching does not include the assessment, diagnosis, or treatment of mental health or medical conditions. If concerns arise during our work that would be better served by clinical care, the coach will encourage and help direct you to appropriate mental health, medical, or other professional resources. Following through on any such referral is your decision and responsibility.

## 07 Coaching is not a crisis service

### IN AN EMERGENCY

Coaching is not an emergency or crisis service and is not monitored between sessions. If you are experiencing a mental health emergency or are concerned about your safety or someone else's, call **911**, or call or text **988** to reach the Suicide and Crisis Lifeline.

## 08 No evaluative role

The coach holds no evaluative or supervisory role in your academic, clinical, or employment assessment. Coaching is separate from performance review, and what you discuss does not factor into any evaluation of your work.

## 09 Governing law

These terms and the coaching relationship are governed by the laws of the State of Rhode Island.

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## Acknowledgment

I have read and understood the nature of the coaching relationship described above, including that coaching is not mental health treatment, the limits of confidentiality, and the circumstances in which disclosure may be required by law. I am participating voluntarily.

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Cioffi Appleton, LLC · [contact@drdarylappleton.com](mailto:contact@drdarylappleton.com)

Effective July 7, 2026. These disclosures may be updated; the current version governs your participation.