



**INTERNATIONAL ACADEMY OF
CLASSICAL HOMEOPATHY**

Faculty Handbook

2019–2020

Welcome!

Dear Faculty Member of the International Academy of Classical Homeopathy:

For more than a quarter of a century, the International Academy of Classical Homeopathy has been a paradigm of higher education in classical homeopathy – educating students in the pure art of homeopathic healing in the footsteps of Dr. Samuel Hahnemann. As IACH faculty, you have already chosen a path of deep dedication to highest level of instruction in classical homeopathy. Our faculty handbook has been created in order to guide you as you encourage and inspire our students to dare to know, explore, analyze, and delve further into their homeopathic education. Please consider this literature as a guide to your requirements as well as our instruction standards for conduct, etiquette, and performance that we expect as we uphold this institution and all of its students, alumni, colleagues and associates to the highest values and standards as a homeopathic community of respected healers. If you have any questions please do not hesitate to reach out to our Director of Studies – Dr. Maria Chorianopoulou. Please feel free to let us know if you have any concerns, or if there is anything we can do to improve your experience with us.

Γ Ν Ω Θ Ι Σ Α Υ Τ Ο Ν Μ Η Δ Ε Ν Α Γ Α Ν

Know thyself... do nothing in excess, and conduct thyself appropriately.

TABLE OF CONTENTS

Welcome	1
A Brief History of IACH	3
Mission Statement	5
Vision	5
Values	5
IACH Bylaws/Policies for North America	6
Governance Meetings	11
Conflict of Interest	12
Equal Opportunity and Nondiscrimination Policy	13

A Brief History of IACH

Professor George Vithoukas – founder of the International Academy of Homeopathy – was born in Athens in 1932. His passion for classical homeopathy was ignited when, as a young man, he first read William Boericke’s *Materia Medica* from cover to cover. He has been immersed in the study of homeopathy and at the forefront of its advancement since. George Vithoukas is revered as the man responsible for the revival of homeopathy as it had become a nearly lost art in the 1960’s and 70’s. In 1980, he was invited by the World Health Organization to write the first article on homeopathy for the book, *Traditional Medicine*. Then after years of practice and teaching, George Vithoukas established the International Academy of Classical Homeopathy in Alonissos, Greece in 1995. In 1996, he was invited by the European Parliament to explain the position of homeopathy, and that same year he was also awarded the Right Livelihood Award (also known as Alternative Nobel Prize) “due to his outstanding contribution to the revival of homeopathic knowledge and the training of homeopaths to the highest standards.” Professor Vithoukas was also awarded the Gold Medal as Homeopath of the Millennium by its Minister of Health in 2002. Please see www.rightlivelihoodaward.org/laureates/george-vithoukas/.

Currently, Professor George Vithoukas serves as professor and honorary professor to nine medical universities worldwide, in addition to the International Academy of Classical Homeopathy in Alonissos, Greece. In 1999 he was requested by the Council of Europe to present homeopathic medicine (as part of their evaluation of alternative therapeutic methods) before the Social, Health and Family Affairs Committee, and

over the past five decades, he has been commissioned by the World Health Organization as well as the European Parliament and the Council of Europe to contribute publications and presentations regarding the science of homeopathic medicine. In 2008 he was invited as an honorary speaker to express his views on homeopathy in an opening speech at the “2 nd World Congress on Controversies in Neurology (CONy)” establishing homeopathy as evidence-based medicine. In 2010, the IACH 2-year E-Learning program was launched, enabling students from all around the world to be educated in Professor Vithoukas teachings. Finally, in 2014, the International Academy of Classical Homeopathy launched its first North American Program in association with the American Medical College of Classical Homeopathy at Phoenix Institute of Herbal Medicine and Acupuncture. Dan Horvath was responsible for the induction of IACH into North America, and currently resides on the IACH board for North American Studies. Initially, the program consisted of just two years of study, but was quickly expanded and elaborated on in order to meet ACHENA requirements and offer the 3-year Practitioner Program available today. A new 3-year North American class is introduced each year in August.

Today, the IACH program in E-Learning format is available in 26 countries: Bangladesh, Brazil, Bulgaria, Colombia, Croatia, Germany, Greece, India, Jordan, Latvia, Lebanon, Malaysia, Peru, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom, United States, and Uruguay. IACH teaches E-Learning students from 80 various countries around the world. IACH courses are taught in English with subtitles available in seven languages: English, Spanish, Portuguese, Russian, Italian, Greek, and Romanian. In addition to the Practitioner Program and our E-Learning Program, approximately 15,000 have attended the International Academy of Classical Homeopathy in Alonissos, Greece.

There are approximately 2,000 IACH diploma holders from 51 different countries :
<https://www.vithoukas.com/academy/diploma-holders-worldwide>

Mission Statement

As a paradigm of distinguished and superlative education in genuine classical Hahnemannian homeopathy, the International Academy of Classical Homeopathy advocates premier excellence in instruction to establish and foster leaders in the homeopathic community who are dedicated to this scientific art of healing in order to:

- Become practicing certified classical homeopaths in North America,
- Gently restore the sick to health and alleviate the suffering of others,
- Establish respectful and compassionate standards for patient treatment and care,
- Promote the science of homeopathy,
- Contribute to research in the efficacy of classical homeopathy,
- Motivate others to study, practice, research, and teach the classical art of homeopathy,
- Facilitate the advancement of homeopathic education within our associated alternative and conventional medical communities.

Vision

The International Academy of Classical Homeopathy is an institution for students who seek truth and knowledge in the art of true healing with classical homeopathy in order to become nationally certified practitioners who will continue to change the landscape of homeopathic practice and the future of health care in North America and around the world.

Values

- Nurturing the Student Homeopath and Continuous Enlightenment of the Practitioner through Immersion Methodology

- Commitment to the International Perpetuation of Classical Homeopathy in terms of Research, Legislation, Public Awareness and Education
- Complete and Whole Restoration of Health and Wellness to the Sick – To Cure as it is Termed
- Respect for All Humanity without Ego and without Bias

IACH Bylaws/Policies for North American Faculty

The International Academy of Classical Homeopathy is a Company which has been established according to the laws of Greece with the name “CENTRE OF HOMEOPATHIC MEDICINE S.A.” and the distinctive title “INTERNATIONAL ACADEMY OF CLASSICAL HOMEOPATHY”, (hereinafter “the Academy”) with its registered seat in Athens (number 11, Fokeas street) and Greek Tax Number 998108318, as duly represented by its President, Prof. George Vithoukias. Amongst others, the object of the Academy is the provision of a North American 3-Year Practitioner Program in the area of Classical Homeopathy, especially designed for North America, which has been exclusively based on the tutoring of Professor George Vithoukias, and which has been developed in accordance with the principles of Classical Homeopathy and the requirements for CHC certification in North America. For the enhanced implementation of the aforementioned North American 3-Year Practitioner Program, Coordinators (which includes Instructors as Coordinators) and an Administrator are required for the provision of services in order to successfully execute the North American 3-Year Practitioner Program. The Coordinators and Administrator have the necessary knowledge and experience to provide the Academy services for the necessary support of the aforementioned North American 3-Year Practitioner Program. It is expressly agreed and stipulated that the relationship between the Academy and North American agreement for the 3-Year Practitioner Program Coordinators and Administrator are a provider of independent services, whereas it shall by no means establish between them a relationship of employment. The duties of the Coordinators and Administrator(s) are expressed, agreed upon and verified in each

individual's legal contract between one and the academy. The Coordinators and Administrator(s) are fully liable for the performance of legal contracts pursuant to the contractual provisions and in bona fide and are obliged to show due diligence for the successful performance of their contractual Agreements with IACH. The Coordinator(s), and Administrator(s) are obliged to follow the directions of the Director of Studies and of the Academy during the provision of his/her services. All parties hereby declare contractually (independently and respectively) that they consider the agreed fees to be reasonable and to correspond to the services provided. The Academy is entitled to unilaterally terminate any Coordinator, Instructor, or Administrator agreement in writing, at any time, without any prior notice, and for any reason. In such case, the Academy is obliged to pay to the Coordinator or Administrator his/her relevant fees till the termination according to the provisions of respective contractual agreements, and the Coordinator or Administrator are not entitled to any kind of further compensation/reimbursement for such termination of the agreement. The Coordinator or Administrator are obliged, during the validity of the present, and after its termination for any reason, to use any data and any information granted to him/her within the context of the present agreement only for the fulfillment of his/her contractual obligations and not to disclose them to any third person or legal entity, without prior written approval of the Academy. In case the Academy does not exercise any right it may have, according to the present respective agreements or the law, this does not mean that it waives it nor does this lead to the degradation of the right it has. Moreover, the Academy is entitled to request at any time from the Coordinator or Administrator to fully abide by the terms of the contractual agreements. The Contracting Parties expressly agree that any dispute or disagreement arising from the present agreement shall be exclusively resolved according to the Greek law, which shall be applicable and shall govern the present agreement, whereas any such dispute or disagreement shall fall under the exclusive jurisdiction of the Courts of Athens. However, the Contracting Parties will make every

effort in order to amicably settle the disputes that may arise between them, before seeking any legal redress in Courts, according to the above by laws and policies.

Specific Duties and Obligations of the Coordinators (Instructors are assumed as Coordinators):

The coordinators/instructors will be given a password in order to be able to enter the e-learning platform. This password is confidential, belongs exclusively to the knowledge of the coordinators/instructors and cannot be disclosed to anyone else, including the students or any third person. The coordinators are obliged to provide the distance learning program independently and cannot allow any interference with other courses. The coordinators are obliged to provide the enrolled students of the Academy the entire distance learning program and not parts of it. The coordinators have the obligation to create the class schedule, create the syllabi for every semester, assign homework, keep track of student homework assignments create end of semester exams, grade end of semester exams, fill out grade sheets at the end of each semester, and keep track of student attendance. The students will attend the course online through ZOOM electronic platform. The coordinators are also obliged to inform the students on their obligations concerning the protection of the intellectual property rights of the Academy and the protection of patients' personal data. Furthermore, the coordinators shall request the students to sign the relevant student agreements, which must be sent to the International Administration office in Greece. A class schedule must be given to the students, and a book list should be sent to students along with acceptance letter. The program is divided into modules (per class and semesters), which will be offered to the students in video and audio form with additional approved instruction from the Coordinators. The coordinators are obliged to accumulate and answer questions from students. The coordinators are obliged to notify the students of: The usefulness of the website (portal) “ www.vithoukas.com ”, where the students

shall have online access to the Organon of S. Hahnemann, the online “Materia Medica” (Kent, Boericke, Allen, Farrington, Dunham, Nash), as well as to the articles of the Professor George Vithoukas, the usefulness of the “ www.vithoukasbooks.gr ”, where the student can perform a word or phrase search in the books of Professor George Vithoukas. The coordinators must monitor the progress of each student and are obliged to confirm that the students have attended the total of the North American Practitioner Program and are therefore entitled to participate in the relevant examinations. With the aim to increase efficiency and flexibility and in order to give to the students the ability to achieve progress in the training program, proctored exams will be held after the completion of each semester. At the end of the course, final examinations will be held. Students will be allowed to take final examinations and end of semester examinations - both by approved proctors. The students who wish to receive the Diploma of IACH, will take part in the final exams. The final exams papers will be sent to the Coordinators from the Academy. For the students who want to receive the Diploma, the Coordinators will help supervise a total of 10 cases with at least two follow ups for a period of at least 6 months as per CHC requirements. The students must submit 5 cases during the second year and 5 cases during the third year of the course. The 10 cases with follow-ups from each student will be sent by the Coordinators to the Academy. All the other students, who will not take part to the exams and do not submit the 10 cases with 6 months follow-ups, will receive the Certificate of Attendance. The final exam papers will be sent by the Academy via e-mail to the coordinators. The Academy will send to the coordinators all the answers of the tests. The end of semester exams will be created by the coordinators. The students have the right and obligation to participate in the tests of the Academy and to submit the assessments required from them. The Academy will send the tests and then the answers to the coordinators. The Coordinators will send the exams to the proctors. The entirety of the course will last thirty six (36) months. The coordinators are obliged to provide all the personal data of the students (i.d. or passport number and issuing authority, e-mail, address, telephone numbers, profession etc.) to the

International Administrative office of the International Academy of Classical Homeopathy in Greece.

The coordinators are obliged:

1. To secure any type of training material given by the Academy, in order to fulfill their contractual obligations; otherwise, Coordinators are responsible for any damage or loss, direct or consequential.
2. To provide to the Academy immediately any information, which may safeguard its interests.

The coordinators need to have a computer with at least the following technical characteristics: Intel Core 2 Duo Processor or better (Core-i3 or better recommended), 1 GB of RAM (4 GB Recommended), 1280x720 pixel screen or larger, Speakers, Internet Explorer, Edge, Mozilla Firefox, Google Chrome or Safari Browser, Internet connection with at least 1Mbps of stable download speed/rate. (4Mbps recommended). The E-learning platform is supported on Windows (version 7 or later), Mac (Mac OS X 10.8 or later), iOS Devices (iPhone, iPad - iOS 11 or later) and Android Devices (Android 4.4 or later 36 3/18/2019 ACHENA ACCREDITATION SUBMISSION Final - Google Docs https://docs.google.com/document/d/1kx--b8_AqvYVNM1DNofvPARncUngtLbMzgnCWMKPtW4/edit 38/157 In regard to the distribution of the training videos, the platform will integrate the software Adobe Flash Media Streaming Server. A suitable Flash Player will be integrated in the page presenting the training material, so the users will not have to open any other program, but only to browse through the pages of the platform throughout the whole duration of their interaction with it.

Coordinators must keep track of student weekly homework assignments. The Coordinators will assign homework and keep track of which students turned in their homework. Coordinators must fill out grade sheets at the end of each semester. The grade sheets will include attendance, homework and final exam grades. Grade sheets are to be sent to the Director of Studies at the end of each semester.

Specific Duties and Obligations of the Administrator(s)

- Processing, interviewing and admissions processing of students.
- Recruitment of students (calling and taking calls from potential students)
- Coordination of proctor exams at the end of each semester and final exams.
- Orchestration of North American Public Relations (including, but not limited to NCH, NASH, CHC, ACHENA, and the annual JAHC.
- Liaison between the Academy and ACHENA and the CHC to ensure the Academy meets all accreditation requirements, in order that students may be adequately prepared for CHC board certification.

Specific Obligations of the Academy to North American Faculty

The Academy is obliged to provide to the Coordinators an account for the access to the e-learning platform for as long as the present agreement remains valid. The confidentiality of the account number- password is subject to the terms and conditions of the respective contract between parties. A Diploma signed by the Academy will be provided to all students that have successfully completed all the requirements of the course as per the student handbook. Students who do not take the final exams will receive a Certificate of Attendance. The Academy is obliged to create a website - specific to the needs of the aforementioned program and to carry out and finance promotional campaign(s).

Specific Obligations of North American Faculty to the Academy

All North American faculty members are required to maintain current status as a certified homeopathic practitioner for North America (CHC). This is solely the responsibility of each respective academic faculty member.

Governance Meetings:

A formal meeting between North American faculty members, administration, international Director of Studies and IACH CEO to solidify any changes, adjustments or additions to the program, policies, course of study or other protocols are conducted annually in Alonissos, Greece in June or July (usually June 1st -9th) of each year. IACH completes an annual internal self-study each year by August 1st - prior to the commencement of each new class. Agendas for these meetings are prepared and meeting minutes are recorded. Furthermore, a monthly meeting of North American faculty is commenced on the fourth Tuesday of each month. Agendas for these meetings are prepared and meeting minutes are recorded.

Conflict of Interest

International Academy of Classical Homeopathy (IACH) expects all faculty and staff members to conduct business according to the highest ethical standards of conduct. Employees and associates are expected to devote their best efforts to the interests of IACH and should avoid any situation that involves, or may involve, a conflict between their personal interest and the interest of IACH. The IACH recognizes the right of employees to engage in activities and employment outside of their employment with IACH, which are unrelated to our institution. However, employees must disclose any possible conflicts with IACH in order that IACH may assess and prevent potential conflicts of interest from arising. The IACH's integrity and reputation are valuable assets and are related to the conduct of its faculty and staff employees. Therefore, employees must not utilize position with IACH or any of its students for private gain, to advance personal interests, or to obtain favors or benefits for themselves, or business entities. A violation of this policy, amongst other civil or criminal penalties, will result in the termination of the cooperation with the offender employee. The International Academy of Classical Homeopathy requires faculty and administrators to acknowledge and disclose any conflicts with the Director of Studies. Employees of IACH are to be mindful of how their own private and public activities may reflect on

the Academy. In the event that one is not sure if participation in an activity or employment may or may not reflect negatively on the institution, then the faculty member or administrative member must discuss matters of concern with the Director of Studies in order that one does not pose a conflict of interest.

The International Academy of Classical Homeopathy WHEREAS, IACH is committed to teach and prepare its students in a setting where directors, officers, faculty, administrators and students can work with competence, objectivity and with respect for academic freedom; and WHEREAS, there exists between the trustees, officers, faculty and administration of the IACH, a fiduciary relationship which carries with it a strict duty of loyalty and fidelity; and WHEREAS, it is the responsibility of the trustees, officers, faculty and administration of the academy to make full disclosure of any interest on their part which might conflict with that of the academy; NOW, THEREFORE, BE IT RESOLVED THAT: Trustees, officers, faculty and administration should exercise the utmost good faith in all activities in relation to the IACH and its property. They shall not use their positions or knowledge, directly or indirectly, so that a conflict might arise between the IACH's interest and the individual's personal interest. All acts of trustees, officers, faculty and administration in relation to the academy shall be for the benefit of the academy.

Equal Opportunity and Nondiscrimination Policy

It should be noted that the International Academy of Classical Homeopathy makes all decisions regarding applicants, students, faculty, and staff in regard to the individual's qualifications to contribute to the International Academy of Classical Homeopathy respectively. We unquestionably do not discriminate on the basis of color, race, religion, age, sex, sexual orientation, gender identity, ethnicity, political beliefs, veteran status, marital status, or disability in this institution of higher education. IACH and all its associated persons will abide by the same aforementioned standards. Discrimination, harassment, or prejudice of any kind is not tolerated by the

International Academy of Classical Homeopathy. Discrimination based on color, race, gender, sexual orientation, religion, age, ethnic background, disability, military service, or any other basis opposes the principles and diminishes the integrity the International Academy of Classical Homeopathy, and is, therefore, grounds for dismissal. We are an International institution of higher learning for ALL humanity.

ΓΝΩΘΙ ΣΑΥΤΟΝ ΜΗΔΕΝ
ΑΓΑΝ

Know thyself... do nothing in excess, and conduct thyself appropriately.