

NEFF

COACHING SERVICES LLC

Coaching, Website, and Business Disclaimers

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This Disclaimer applies to the website, social-media content, newsletters, downloads, workshops, presentations, consultations, programs, and general educational content provided by NEFF Coaching Services LLC, doing business publicly as NEFF Coaching Services and NCS.

1. General Educational Information

Website content is provided for general educational and informational purposes.

Content is not intended to address every person's circumstances and should not be relied upon as a substitute for individualized professional advice.

Reading, viewing, downloading, or responding to website content does not create a coaching or other professional relationship with NCS.

2. Coaching Is Not Therapy

NCS provides coaching, mentorship, educational programs, and practical planning support.

NCS does not provide:

- Psychotherapy.
- Mental-health counseling.
- Psychological assessment.
- Psychiatric services.
- Diagnosis of a mental-health disorder.
- Treatment of trauma, depression, anxiety, addiction, or another clinical condition.
- Medical care.
- Crisis intervention.

Coaching may include discussions about goals, confidence, boundaries, habits, decision-making, relationships, career direction, life transitions, accountability, and personal development. These discussions do not convert coaching into mental-health treatment.

A person who needs clinical assessment or mental-health treatment should work with an appropriately licensed healthcare or mental-health professional.

3. No Emergency or Crisis Services

NCS is not an emergency, crisis-response, or suicide-prevention service.

Do not use the website, email, social media, intake forms, appointment system, or ordinary business communications to request emergency assistance.

NCS cannot guarantee that a message will be seen immediately.

If you or another person is in immediate danger:

- Call 911.
- Go to the nearest emergency department.
- Contact an appropriate local emergency service.

For emotional distress or suicidal crisis support in the United States, call or text 988 or use the 988 Suicide & Crisis Lifeline chat service.

4. No Medical Advice

NCS does not provide medical advice, diagnosis, treatment recommendations, medication guidance, nutritional treatment, or healthcare services.

Website content and coaching discussions should not be used to start, stop, delay, or change medical or mental-health treatment.

Questions concerning health, diagnosis, medication, or treatment should be directed to an appropriately licensed healthcare professional.

5. No Legal Advice

NCS does not provide legal advice or legal representation.

General discussions about employment, housing, benefits, family responsibilities, workplace concerns, contracts, business matters, or other legal topics do not create an attorney-client relationship and should not be treated as legal advice.

Consult a qualified attorney or authorized legal-services organization for advice about legal rights, deadlines, claims, documents, or court procedures.

6. No Financial, Tax, or Investment Advice

NCS does not provide financial-planning, investment, tax, accounting, credit-repair, debt-relief, or securities advice.

General discussions about budgeting, financial goals, employment income, or business planning are educational and are not individualized financial recommendations.

Consult an appropriately qualified financial, tax, or accounting professional before making significant financial decisions.

7. Career and Employment Disclaimer

Career-readiness and employment-related services may include:

- Goal clarification.
- Skills identification.
- Résumé or interview preparation.
- Job-search organization.
- Confidence building.
- Accountability.
- Career-transition planning.
- Employment-readiness education.

NCS is not a staffing agency, recruiter, employer of record, licensing authority, college admissions office, or guaranteed job-placement service.

NCS does not guarantee:

- A job interview.
- A job offer.
- Employment.

- Promotion.
- Increased income.
- Admission to a school or program.
- Acceptance by an agency.
- Approval of a benefit.
- A professional license.
- A particular career outcome.

Hiring, admissions, licensing, and benefit decisions are controlled by independent employers, institutions, agencies, and decision-makers.

8. Public-Benefit and Social-Service Information

NCS may provide general educational information about community resources, employment programs, public services, or benefit systems based on professional experience and publicly available information.

NCS does not act as a government agency, eligibility worker, benefits representative, attorney, or authorized decision-maker when providing coaching services.

Program rules and eligibility requirements may change. Clients are responsible for confirming current requirements directly with the administering agency or an appropriately authorized professional.

9. Organizational Services Disclaimer

Descriptions of workshops, group coaching, agency services, or organizational programs are general descriptions and do not constitute a binding proposal or contract.

The exact scope of an organizational engagement will be established through a written agreement.

An organization's purchase, sponsorship, referral, or funding of services does not automatically make every participant communication confidential from that organization.

Information-sharing practices for a sponsored program will be described in the applicable organizational agreement, participant notice, consent document, or coaching agreement.

10. No Guarantee of Results

NCS does not guarantee any particular personal, professional, emotional, relationship, educational, employment, financial, or business result.

Coaching outcomes depend on many factors, including:

- The client's circumstances.
- Participation.
- Decisions.
- Effort.
- Consistency.
- Follow-through.
- Available resources.
- Third-party decisions.
- Market and economic conditions.

- Events outside the control of NCS.

Statements describing possible benefits are expressions of intended service goals and not promises of results.

11. Personal Responsibility

Clients and website visitors remain responsible for:

- Their decisions.
- Their actions and omissions.
- Their use of website content.
- Their personal and professional relationships.
- Their job-search and career decisions.
- Their financial decisions.
- Their health and safety.
- Seeking licensed or specialized support when needed.
- Evaluating whether information is appropriate for their circumstances.

NCS may offer questions, education, observations, resources, planning tools, and accountability. The final decision to act remains with the individual.

12. Testimonials and Success Stories

Testimonials and success stories represent the experiences and opinions of the people providing them.

They do not guarantee that another client will receive the same or similar outcome.

Results vary.

NCS will not knowingly:

- Publish a fake or fabricated testimonial.
- Misrepresent a reviewer's experience.
- Require an incentivized reviewer to provide a positive opinion.
- Present a family member, employee, contractor, or other materially connected person as an independent reviewer without an appropriate disclosure.
- Alter a testimonial in a way that materially changes its meaning.

Testimonials may be edited for spelling, length, or clarity only when the original meaning is preserved and appropriate authorization has been obtained.

13. Confidentiality and Website Communications

NCS treats client information with care and follows the confidentiality provisions contained in its applicable agreements.

However:

- Website forms and ordinary email are not emergency communication systems.
- Electronic communications cannot be guaranteed to be completely secure.
- Coaching communications are not represented as having the same legally protected privilege that may apply to communications with an attorney, physician, or licensed mental-health provider.

- Confidentiality may be limited by client authorization, organizational program terms, legal requirements, court orders, safety concerns, or other provisions described in an applicable agreement.

Do not submit information that is unnecessary for NCS to respond to your inquiry.

14. Resources and Referrals

NCS may provide the name or contact information of an outside resource, professional, program, employer, agency, website, or organization.

A referral does not guarantee:

- Availability.
- Eligibility.
- Quality.
- Cost.
- Safety.
- Licensing status.
- Acceptance.
- A particular outcome.

Unless expressly stated, NCS does not control, supervise, or accept responsibility for an independent provider's conduct or services.

Clients should conduct their own review before retaining or relying on an outside provider.

15. Third-Party Links

Links to third-party websites are provided for convenience or general information.

NCS does not guarantee the accuracy, security, availability, accessibility, or completeness of external content.

A link does not necessarily constitute sponsorship, partnership, or endorsement.

Use of a third-party website is governed by that website's terms and privacy policy.

16. No Government or Institutional Endorsement

Unless expressly stated in writing, NCS is not endorsed, sponsored, certified, or operated by:

- A government agency.
- A college or university.
- An employer.
- A workforce agency.
- A nonprofit organization.
- A licensing board.
- A healthcare organization.
- Another public or private institution.

The appearance of an organization's name in educational content does not establish an affiliation.

17. Accuracy and Timeliness

NCS makes reasonable efforts to provide useful and accurate information. However, laws, regulations, program rules, fees, deadlines, services, websites, and third-party requirements may change.

NCS does not guarantee that all general content will remain current after publication.

Visitors should independently confirm important information before acting upon it.

18. Affiliate and Sponsored Content

NCS will clearly disclose when it receives compensation, a referral fee, free product, discount, or another material benefit related to a recommendation or endorsement.

Unless such a disclosure appears, a link should not be assumed to be an affiliate link.

An affiliate relationship does not change the visitor's responsibility to evaluate whether a product or service is appropriate.

19. Intellectual Property

NCS website content, coaching frameworks, worksheets, downloads, exercises, program materials, branding, and presentations may be protected intellectual property.

Access to content does not authorize copying, resale, public distribution, commercial use, or presentation of the material as another person's work.

20. Accessibility Statement

NEFF Coaching Services LLC is committed to providing an accessible and inclusive website experience.

NCS aims to make website content usable by people with disabilities and to improve accessibility as technology, standards, and business resources evolve.

NCS seeks to support accessibility through practices that may include:

- Logical page structure.
- Keyboard-accessible navigation.
- Descriptive links.
- Alternative text for meaningful images.
- Sufficient color contrast.
- Labeled form fields.
- Captions or transcripts for multimedia when reasonably available.
- Clear error instructions.
- Readable text.
- Accessible downloadable materials when reasonably possible.

Some content or third-party integrations may not yet be fully accessible.

A visitor who experiences an accessibility barrier or needs information in another reasonable format may contact NEFF Coaching Services LLC at nbryant@neffcoachingservices.com.

Please identify the page, feature, document, or service involved and describe the requested accommodation. NCS will make reasonable efforts to respond and provide an effective alternative when appropriate.

21. Questions

Questions about this Disclaimer may be directed to:

NEFF Coaching Services LLC
1401 21st Street, Suite R
Sacramento, California 95811
Email: nbryant@neffcoachingservices.com

Required Short-Form Website Notices

These notices are designed for placement in the website footer, forms, booking pages, testimonials, and marketing interfaces. They should be used together with the full policies and applicable service agreements.

Footer Disclaimer

NEFF Coaching Services provides coaching, mentorship, workshops, and educational services. Coaching is not therapy, medical care, crisis intervention, legal advice, financial advice, or guaranteed employment placement. Results vary. If you are in immediate danger, call 911. For emotional distress or suicidal crisis support in the United States, call or text 988.

Contact-Form Notice

Please do not include medical records, diagnoses, financial credentials, Social Security numbers, or detailed crisis information in this form. Submitting this form does not create a coaching relationship or guarantee acceptance for services.

Individual Intake Acknowledgment

By submitting this form, I confirm that I am at least 18 years old and understand that:

- NEFF Coaching Services provides coaching and educational support, not therapy or crisis intervention.
- Submitting an inquiry does not create a coaching relationship.
- Services begin only after NCS accepts the engagement and any required agreement and payment are completed.
- NCS does not guarantee personal, employment, financial, educational, or relationship outcomes.
- I should call 911 for immediate danger or call or text 988 for emotional distress or suicidal crisis support in the United States.
- My information will be handled as described in the NCS Privacy Policy.

Required checkbox: “I have read and agree to the Privacy Policy, Website Terms and Conditions, and Coaching Disclaimer.”

Organizational Inquiry Notice

Submitting an organizational inquiry does not create a contract, reserve a date, or obligate NCS to provide services. Program scope, participant eligibility, fees, confidentiality, information sharing, and deliverables will be established in a separate written agreement.

Booking-Page Notice

Booking a consultation does not guarantee acceptance into coaching and does not create a coaching relationship. The consultation is intended to discuss goals, scope, availability, and mutual fit. Review the cancellation terms shown before confirming your appointment.

Testimonial Disclaimer

Testimonials represent individual experiences and do not guarantee that another client will achieve the same result. Results vary based on individual circumstances, participation, decisions, effort, available resources, and factors outside the control of NEFF Coaching Services.

Career-Service Disclaimer

Career coaching and employment-readiness services do not guarantee interviews, job offers, promotions, income, benefits, admission, licensing, or employment. NEFF Coaching Services is not a staffing or placement agency unless expressly stated in a separate written agreement.

Crisis Notice

NEFF Coaching Services is not an emergency or crisis-response provider. Messages are not monitored continuously. If you or another person is in immediate danger, call 911 or go to the nearest emergency department. For emotional distress or suicidal crisis support in the United States, call or text 988.

Email Subscription Consent

By subscribing, you agree to receive educational and promotional emails from NEFF Coaching Services. You may unsubscribe at any time using the link in an email. Unsubscribing from marketing will not prevent administrative messages related to an inquiry, appointment, purchase, or active service.

Cookie-Banner Notice

We use necessary cookies to operate this website and may use limited analytics cookies to understand website performance. Review our Privacy Policy and cookie preferences for more information.

Implementation Checklist

1. Use nbryant@neffcoachingservices.com in all policy pages and website contact locations.
2. Add separate footer links titled Privacy Policy, Terms and Conditions, Coaching Disclaimer, and Accessibility.
3. Require the intake acknowledgment checkbox and do not pre-check it.
4. Do not install targeted-advertising or retargeting technology without updating privacy disclosures and implementing any required privacy controls.
5. Use a separate client coaching agreement covering fees, cancellation, confidentiality, boundaries, termination, and client responsibilities.
6. Obtain legal review before serving minors, accepting agency referrals involving sensitive data, offering recurring memberships, collecting health-related information, or materially changing data practices.