

March 18th 2015

Jim Wyatt #10148
27202 NW 203 PL
High Springs, FL 32643

Mr. Wyatt,

Email correspondence from June of 2013 from you as well as recently made public statements on www.Scubaboard.com (copies attached) indicate several violations of the TDI Code of Ethics and Conduct (reference TDI Standards and Procedures Manual, Part 1, Section 3. Code of Ethics and Conduct; copy attached with relevant sections highlighted). Because you have not renewed your professional membership for 2015 and are not in active teaching status, TDI will not be following through with a complete quality assurance investigation. However, if you would like to renew at a future date, this file will be re-opened and a complete quality assurance investigation will take place in order to resolve the issue before your renewal is accepted.

The *Code of Ethics and Conduct* violations indicated in your posts include:

- ❖ ***The TDI Technical Professional, by virtue of their voluntary membership in TDI, recognizes a responsibility and obligation to promote TDI and support the official decisions and policies adopted by TDI. In fulfilling this obligation to the organization, the TDI Divers and Instructors shall:***
- ❖ ***Publicly support TDI as an organization.***
 - Your posts on www.Scubaboard.com are public false accusations regarding the TDI quality assurance process. You state in one post that TDI management gave you “lip service” when approached about a complaint you have filed in 2013 and that TDI Management stated “as long as the instructor were teaching and sending in certs whatever happened in their personal lives was of no concern to TDI”. This is incorrect; you were told that action would not be taken against a member before a thorough investigation could be conducted. The matter was investigated, and no evidence was provided in writing to substantiate the allegations. In fact, two of the original complaints were later verbally retracted and the individuals apologized for wasting TDI’s time with a personal dispute and “witch hunt”.
- ❖ ***Make every effort to bring about necessary changes in a professional manner by direct contact with those fellow TDI Members and Divers who are in positions of authority and responsibility.***
- ❖ ***Every TDI Member has an obligation to report violations of TDI Standards of the Code of Ethics / Conduct.***



We lead. Others follow.

- You have been requested twice in writing (see attached emails from June of 2013) to provide information about an alleged violation of TDI Standards regarding TDI Full Cave Instructor training. No information was provided, however, you then state publicly on www.scubaboard.com that bringing these concerns to TDI in the past were treated as “no concern” from TDI Management. You publicly state your observations as “facts”, yet refuse to validate them in writing to the training department so the issue can be investigated.
- ❖ ***Every TDI Member should strive to set an example of professional behavior and ethical conduct in all activities including, public speaking, articles and books, and various forms of Internet style discourse.***
 - These public statements on www.Scubaboard.com are contortions of the facts as verified by the email correspondence attached. These false statements have been made to suit your personal agenda as well as the agenda of the NSS-CDS to publicly damage the reputation of TDI as a training organization, and are clearly not an example of professional behavior an ethical conduct as a TDI professional.
- ❖ ***Unwarranted critical comment and deliberate inflammatory statements of diving peers is inappropriate and undesirable.***
 - The facts of the situations posted on www.Scubaboard.com verify that the statements you have made are in fact “Unwarranted critical comment and deliberate inflammatory statements”.

This issue will need to be resolved before your membership renewal will be accepted in the future. In the meantime, it would be greatly appreciated if you would retract the statements you have made on www.scubaboard.com regarding the quality assurance procedures of TDI.

Sincerely,

A handwritten signature in cursive script that reads 'Jon Kieren'.

Jon Kieren
Training and Member Services



Main Line: +1 (207) 729-4201 EXT 226

Toll Free: (888) 778-9073 EXT 226

Toll Free Fax: (877) 436-7096

3. Code of Ethics and Conduct

- ❖ Technical Diving is recognized as an advanced form of SCUBA diving, and as such carries with it a degree of risk and responsibility not normally associated with recreational diving.
- ❖ We believe an individual should not be qualified as a TDI Diver unless those empowered to qualify the person would allow them to buddy or to teach their loved ones technical diving.
- ❖ The TDI Technical Professional always maintains their personal, physical, and mental fitness as they relate to diving.
- ❖ The TDI Technical Professional always maintains their life support equipment and never begins a dive with defective equipment.
- ❖ The TDI Technical Professional strives to maintain an attitude of professionalism and objectivity, and supports the concept of safety in technical diving.
- ❖ The TDI Technical Professional will not encourage or recruit other individuals to dive technically if unqualified.
- ❖ The TDI Technical Professional will make every effort to pass on their knowledge to novice technical divers and the diving community if requested to do so, whether through formal instruction, answering questions or via appropriate publication in books, journals and magazines.
- ❖ The TDI Technical Professional recognizes that they have access to a new dimension and depth of underwater exploration, and strives to encourage and practice an awareness of conservation of the underwater environment at all times.
- ❖ The TDI Technical Professional, by virtue of their voluntary membership in TDI, recognize a responsibility and obligation to promote TDI and support the official decisions and policies adopted by TDI. In fulfilling this obligation to the organization, the TDI Divers and Instructors shall:
- ❖ Publicly support TDI as an organization.
- ❖ Make every effort to bring about necessary changes in a professional manner by direct contact with those fellow TDI Members and Divers who are in positions of authority and responsibility.
- ❖ Every TDI Member has an obligation to report violations of TDI Standards of the Code of Ethics / Conduct.
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- ❖ Unwarranted critical comment and deliberate inflammatory statements of diving peers is inappropriate and undesirable.

From: [Jon Kieren](#)
To: "TrainingDirector@nsscds.org"
Subject: Cave Instructor Standards
Date: Wednesday, June 12, 2013 9:38:13 AM
Attachments: [tdi_leadership_standards_17_cavern_instructor.pdf](#)
[tdi_leadership_standards_18_intro_to_cave_instructor.pdf](#)
[tdi_leadership_standards_19_cave_instructor.pdf](#)

Jim,

I have attached the standards for cavern inst. Intro to cave inst. and full cave inst. As you can see, we DO require assists as well as teaching experience at each of the levels before moving forward.

We take quality assurance matters seriously, if you have information regarding any standards violations please feel free to forward them on to me with names, dates, and any information you find pertinent and we will proceed.

Safe diving,

Jon Kieren
Training and Member Services
SDI, TDI, STI and ERDI

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www.tdisdi.com
www.SDI-OnlineTraining.com

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Feedback was submitted, details below:

User Feedback Was Submitted

Topic: SDI, TDI, ERDI Training

Comments: I am a former TDI instructor and am currently the training director for the National Speleological Society-Cave Diving Section (NSSCDS). I did not renew my instructor status with TDI this year because of my feelings about the way the TDI cave instructor & diver program is being run. Sources have told me that TDI has certified cave instructors with the eyes of only one instructor trainer involved and that this has occurred without any internships, co-teaches over a

couple of different weekends. While I understand that some IT's & instructors choose to violate standards I would like to know what the current TDI standards actually say about this. My request is that you send me a copy of the cave instructor training S&P's. I would also appreciate the opportunity to speak with one of your educational consultants about this, if you deem it appropriate.

Name: Jim Wyatt

From: [Jon Kieren](#)
To: ["Jim Wyatt - Cave Dive Florida"](#)
Subject: RE: Cave Instructor Standards
Date: Thursday, June 13, 2013 3:43:10 PM
Attachments: [image001.png](#)

Jim,

You are correct in your interpretation. We encourage a panel style evaluation, however, this just is not possible in some parts of the world where TDI cave programs are offered due to the limited number of members. Therefore, we must write a MINIMUM standard to be met. Our Cave Instructor Evaluators are encouraged to go beyond the bare minimum requirements and accept input from other instructors regarding the candidates abilities, however at the end of the day, they do have the authority to sign off on a cave instructor without the input of another instructor as long as all of the requirements have been met. **The instance you noted in your first email to us would NOT have met the minimum requirements, and if you have any details on this instance we would appreciate the information so we can conduct an investigation.**

Safe diving,

Jon Kieren
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From: Jim Wyatt - Cave Dive Florida [mailto:Jim@cavediveflorida.com]
Sent: Wednesday, June 12, 2013 4:27 PM
To: 'Jon Kieren'
Subject: RE: Cave Instructor Standards

John:

Thank you for your prompt reply, I appreciate it.

I read through the S&P's for the three levels, cavern, intro and cave. It seems to me from reading these standards that an instructor candidate (IC) needs only to co-teach one class at the level s/he is aspiring to become an instructor for as evidenced by the cave diver instructor standards.

5. Provide proof of teaching a minimum of 3 TDI Introductory Cave Diver courses and assisting with a minimum of 1 complete TDI Cave Diver course with 1 active TDI Cave Diver Instructor.

6. Provide recommendation from a TDI Cave Instructor with which the candidate has assisted in cave training classes and stating that the candidate is prepared for the instructor evaluation program.

If I am interpreting this correctly, an Intro to cave instructor can become a full cave instructor after assisting in the teaching of one cave diver class. It also appears to me that only one Instructor Trainer has to evaluate the IC in the process of certifying this IC as a full cave instructor. Please correct me if I have misinterpreted the standards.

Safe Diving;

Jim Wyatt
Training Director NSS-CDS
trainingdirector@nsscds.org
352-363-0013



From: Jon Kieren [<mailto:Jon.Kieren@tdisdi.com>]
Sent: Wednesday, June 12, 2013 9:38 AM
To: TrainingDirector@nsscds.org
Subject: Cave Instructor Standards

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Name: Jim Wyatt

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2013.0.2904 / Virus Database: 3199/6402 - Release Date: 06/11/13

Copied below are the requirements of that intern.

4.10 Cavern Diver Instructor Intern: Program Requirements and Description

4.10.1 Purpose

Development of a trained Cavern Diver Instructor requires hands-on internship under the guidance of a seasoned Cave Diver Instructor. The Cavern Diver Instructor Intern program is designed to allow the certified Open Water Instructor to gain experience in the overhead environment by working hand-in-hand with a Cave Diver Instructor who is well-versed at developing the required level of experience.

4.10.2 4.8.2 Training Duration

Training is highly individualistic. The amount of time invested by both the Instructor Intern and the Instructor Sponsor is normally dependent on the Intern's background and motivation. The Intern shall observe and co-teach at least three (3) NSS-CDS Cavern courses with a minimum of three (3) NSS-CDS Cave Diver Instructors, of which one shall be the Intern's sponsor, before attending the Cavern Diver Instructor Evaluation Institute.

4.10.3 Instructor Intern Background

To enter the Cavern Diver Instructor Intern program, a person shall:

- A. Provide proof to the Training Committee Chairman that he/she is an Active Status Open Water Instructor as defined by one of the nationally/internationally recognized scuba training agencies. The applicant shall also have been an active status instructor for at least one (1) year and provide proof of having trained at least forty (40) divers to open water-related levels.
- B. Be trained to at least the NSS-CDS Cave Diver level of training for at least one (1) year.
- C. Provide proof of having completed at least one hundred (100) non-training related cave dives.
- D. Provide proof current membership in the NSS and the NSS -CDS prior to entering the program.

Sometime in the past year or so a guy approached one of our sponsors and stated he wanted to be an NSS-CDS instructor. When the sponsor agreed he showed the guy the above requirements.

Three weeks later the guy contacted the sponsor and said he did not need it. That he had spent a weekend or two with a TDI IT and was now a CAVE instructor.

Hopefully this answers your question.

Jim Wyatt
PADI/DSAT Technical Instructor Trainer #4612
Cave, CCR, Advanced Wreck and Trimix
Training Director for the NSS Cave Diving Section
www.cavediveflorida.com



Check out <http://www.tekdivefloridakeys.com/> for my wreck diving classes and guided dives on the Spiegel Grove.

Post Thanks / Like - 2 Thanks, 1 Likes

POWERFUL
SIMPLE
RELIABLE



Bluetooth
Integration

Do you
Love



Become a
Supporting
Member
Today!

Post Thanks / Like - 0 Thanks, 0 Likes

Thank for this post Like this post

Blog this Post

Report Post

Reply

Reply With Quote



Yesterday, 08:02 PM

#42

Capt Jim Wyatt

Advisor



Join Date: Jan 2002
Location: Key Largo & High Springs
Posts: 1,111
Dives: 5,000 - ∞
Thanks (Given):
Thanks (Received):
Likes (Given): Likes (Received):

Originally Posted by kierentec

Ok, last post on this specific incident. Jim, you did in fact bring this issue to TDI in June of 2013. At which point you were notified that the hypothetical (because no names, dates, or any specific facts were given) issue would certainly constitute a violation of TDI standards and you were requested TWICE to provide details (which were never provided) so the matter could be investigate. The issue did spark some productive discussion and a clarification in the Full Cave Instructor standards, which are now publicly available on the TDI website <https://www.tdisdi.com/tidi/get-certi...ve-Instructor/>

You thanked TDI for the response and candid answers to the issue.

We are talking about two entirely different incidents. The issues in 2013 were regarding two TDI cave instructors and ethical/legal issues. These were relayed to TDI management face to face and in writing. Several of us approached you and other upper management face to face with these issues, were paid lip service but were essentially ignored. We were actually told that as long as the instructors were teaching and sending in certs whatever happened in their personal lives was of no concern to TDI.

The incident in question now, regarding cave instructor training/certification issues occurred within the past few months. I did not bring this to your attention, nor any other TDI management as in my opinion it would be treated the same way as in 2013.

Post Thanks / Like - 0 Thanks, 0 Likes

Thank for this post Like this post

Blog this Post

Report Post

Reply

Reply With Quote



Yesterday, 06:55 PM #39

Capt Jim Wyatt

Advisor



Cave, Trimix & Wreck Instructor Trainer



Join Date: Jan 2002
Location: Key Largo & High Springs
Posts: 1,111
Dives: 5,000 - ∞
Thanks (Given): 1
Thanks (Received): 4
Likes (Given): 294
Likes (Received): 443

Originally Posted by kierentec

And hear lies the problem with hearsay. I am not going to battle over this one here, but I feel it is important to point out this issue since TDI was mentioned specifically. Jim just posted here that this incident was a "year or so ago", in another thread he stated "A few months ago..." (same situation). Was it a year ago, a few months, or more like two years ago? Did the CDS instructor in question misquote the timeline as well? Was it 3 weeks later that they talked to the instructor candidate or three months? Did he spend "a weekend or two" or "one or two weeks" or was it "months" working with the IT? Did Jim provide any details to TDI when asked to provide them so they could investigate?

These things can quickly get blown out of proportion when the facts are skewed slightly (ever play the game telephone in grade school?) and training agencies (TDI in particular in this case) can really only action issues that are put in writing and documented so the issue can be investigated thoroughly.

There is no battle here John. A few months ago could be 6 or 8 or 12. It was not a few years ago. The CDS instructor reported this to me within a few days after the new TDI Cave instructor contacted him stating he no longer needed an internship.

The new instructor spent a weekend or two with the IT. It was not one or two weeks, nor was it "months". It was one or two weekends.

I have brought training concerns to TDI in the past and I felt the concerns were treated as "no concern" from TDI management.

Own it John. In my opinion and in my experience watching -- TDI Cave instructor certs can be purchased.

Jim Wyatt
PADI/DSAT Technical Instructor Trainer #4612
Cave, CCR, Advanced Wreck and Trimix
Training Director for the NSS Cave Diving Section
www.cavediveflorida.com



Check out <http://www.tekdivefloridakeys.com/> for my wreck diving classes and guided dives on the Spiegel Grove.

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