

CRSS Code Of Ethics

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Ethics

- ▶ : the discipline dealing with what is good and bad and with moral duty and obligation
- ▶ : a set of moral principles : a theory or system of moral values
- ▶ : the principles of conduct governing an individual or a group
professional *ethics*
- ▶ : a guiding philosophy
- ▶ : a consciousness of moral importance
- ▶ : a set of moral issues or aspects (such as rightness)

- ▶ The primary responsibility of a Certified Recovery Support Specialist (CRSS) is to promote the well being of the patient through encouragement, motivation and support, while personally modeling recovery principles and maintaining accountability in professional relationships. The Code of Ethics for Certified Recovery Support Specialist are rooted in the following principles:

Autonomy

- ▶ the quality or state of being self-governing
- ▶ self-directing freedom and especially moral independence
- ▶ a self-governing state

Autonomy

- ▶ Certified Recovery Support Specialists will always respect the rights of people to be self governing within their social and cultural framework.
 1. Certified Recovery Support Specialist will always respect the rights, dignity, privacy and confidentiality of those they serve.
 2. Certified Recovery Support Specialist will advocate for the full integration of individuals into the communities of his or her choice and will promote the inherent values of those individuals to their communities.
 3. Certified Recovery Support Specialist believe that every individual has strengths and the ability to learn, grow and develop/maintain healthy boundaries when interacting with other professionals.

Beneficence

the quality or state of doing or producing good : the quality or state of being beneficent

Beneficence

- ▶ Certified Recovery Support Specialist will respect the right of people to self-define their own well-being.
- 1. Certified Recovery Support Specialist will be guided by the principle of self-determination for all people and will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment of their choice.
- 2. Certified Recovery Support Specialist will assist the peer in achieving what they want for their life to include: their own goals, needs, and wants.

Fidelity

- ▶ the quality or state of being faithful

Fidelity

- ▶ Certified Recovery Support Specialist will always be transparent and authentic with the people they support.
- 1. Certified Recovery Support Specialist will openly share their recovery stories and will likewise be willing to identify and describe the avenues of support they utilize in their own process of recovery.
- 2. Certified Recovery Support Specialist will use their words and actions to foster trust, encouragement, motivation and support to those they serve.

Justice

- ▶ the quality of being just, impartial, or fair
- ▶ conformity to truth, fact, or reason : CORRECTNESS

Justice

- ▶ Certified Recovery Support Specialist will always promote justice and fairness for all people they support.
- 1. Certified Recovery Support Specialist will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state.

Non-Maleficence

- ▶ Maleficence - a: the act of committing harm or evil
b: a harmful or evil act
- ▶ The opposite of maleficence is to do no harm

Non-Maleficence

- ▶ Certified Recovery Support Specialist will do no harm to people that they are supporting.
 1. Certified Recovery Support Specialists never intimidate, threaten, or harass those they serve; never use undue influence, physical force, nor verbal abuse with those they serve; and never make unwarranted promises of benefits to those they serve.
 2. Certified Recovery Support Specialist will abide by Federal, State and facility/employer requirements relating to the confidentiality and privacy of those they serve.
 3. Certified Recovery Support Specialist will not abandon those they serve. They will notify patients of termination if leaving a program, and aid in their transfer or referral to another Certified Recovery Support Specialist or staff member.

Professional Boundaries

Boundary - a) something that indicates or fixes a limit or extent

- ▶ b) a line that marks the limits of an area; a dividing line.
- ▶ c) a limit of a subject or sphere of activity.

Professional Boundaries

1. Certified Recovery Support Specialist will not enter into dual relationships or commitments that conflict with the interests of those they serve.
2. Certified Recovery Support Specialist will not engage in personal internet contact, technology use, social media nor sharing of personal contact information with patients currently in therapeutic context and will follow their employers' policies for former patients.
3. Certified Recovery Support Specialist will not accept personal gifts from those they serve.

Professional Boundaries

4. Certified Recovery Support Specialists will maintain high standards of personal conduct that foster their own recovery, maintain healthy behaviors and nurture self-care.
5. Certified Recovery Support Specialist will not engage in sexual/intimate activities with the persons they serve.
6. Certified Recovery Support Specialist will follow facility/employer policies for those served and for any staff relationships outside of professional nature. Where there is no employers' policy regarding patients, a five-year wait will be the standard amount of time that a CRSS should wait, prior to beginning any other relationship with persons they are or have served.

Professional Boundaries

7. Certified Recovery Support Specialist will advocate with and for those they serve, carefully attending to non-discrimination and avoiding preferential treatment of any patient.
8. Certified Recovery Support Specialists do not engage in business ventures, nor will they extend or receive loans from those they serve.
9. Certified Recovery Support Specialists will only practice within the scope of their training and will seek regular consultation from other professionals on the treatment team when needed.

Professional Boundaries

- 10. While the peer role is self-determining, Certified Recovery Support Specialist will follow their employers' policies for supervision and evaluation.
- 11. Certified Recovery Support Specialist will maintain the integrity of values, ethics, and training, by helping those they serve through encouragement, motivation and support.
- 12. Certified Recovery Support Specialist may advocate for funding, education and promotion of public support for the prevention and treatment of substance use disorders.
- 13. Certified Recovery Support Specialist will not participate in, condone, nor be associated with dishonesty, fraud, deceit, misrepresentation, or criminal activity.

Communication

- ▶ : a process by which information is exchanged between individuals through a common system of symbols, signs, or behavior
- ▶ : exchange of information
- ▶ : personal rapport
- ▶ : information communicated : information transmitted or conveyed
- ▶ : a verbal or written message

Communication

- ▶ Certified Recovery Support Specialists recognize the importance of learning from other professionals. Certified Recovery Support Specialists will inform and collaborate with other staff for the benefit of those they serve.

Accountability

- ▶ : the quality or state of being accountable
- ▶ Especially : an obligation or willingness to accept responsibility or to account for one's actions

Accountability

- ▶ Certified Recovery Support Specialists conduct themselves in a manner that fosters their own recovery and integrity.
 1. Certified Recovery Support Specialist will not abuse any mood-altering substances under any circumstances.
 2. Certified Recovery Support Specialist will not offer support to another person while under the influence of alcohol nor when impaired by any substance that may alter the Certified Recovery Support Specialist's perception and/or judgment.
 3. Certified Recovery Support Specialists seek to role-model active recovery.
 4. Those persons who are Certified Recovery Support Specialist in Alabama will maintain their current certification while serving in this professional role.

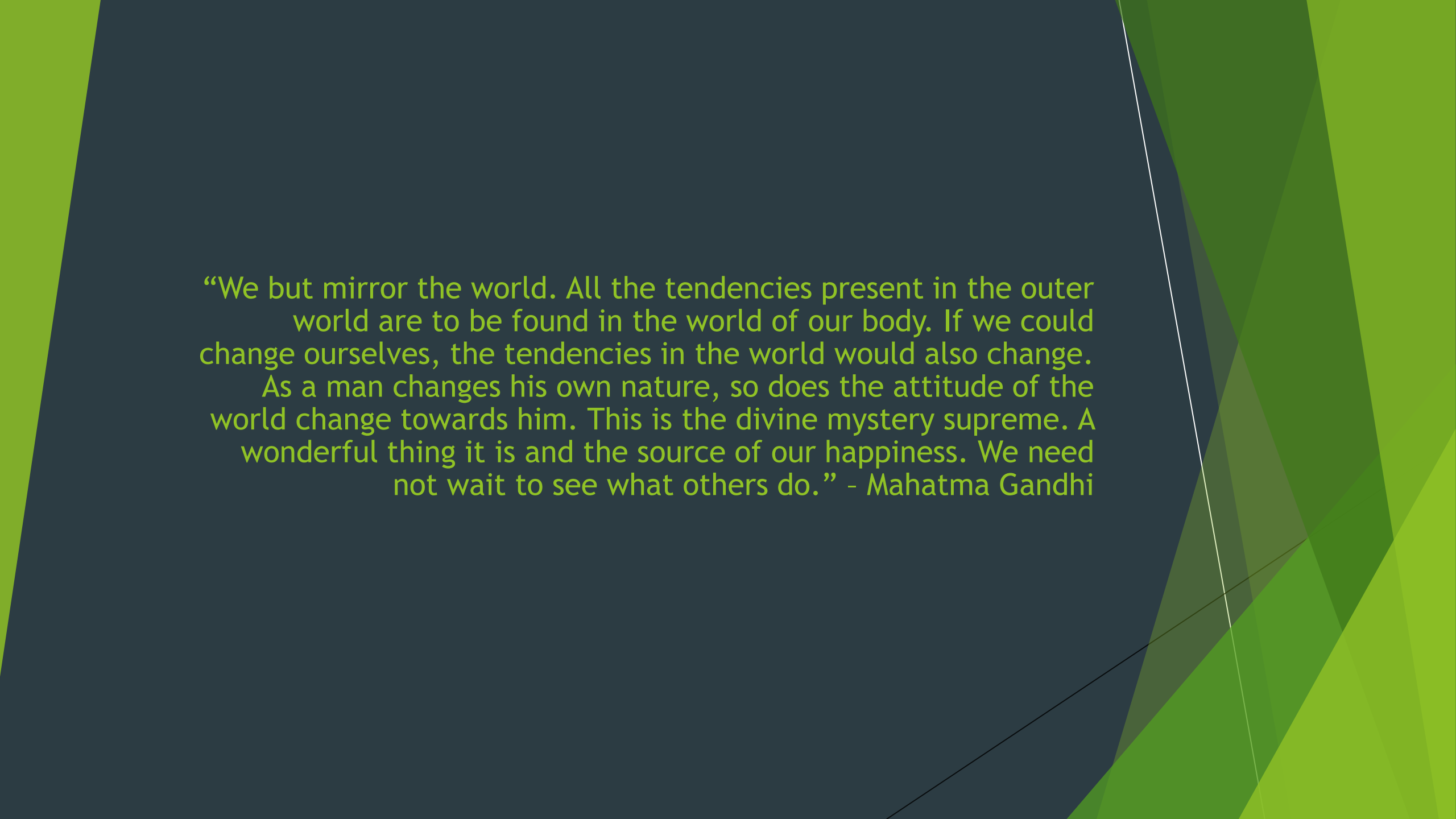
Accountability

- 4. Certified Recovery Support Specialist will keep current with emerging knowledge relevant to recovery and openly share this knowledge with their colleagues and those they serve.
- 5. A Certified Recovery Support Specialist who relapses or violates any part of this Code of Ethics is responsible for notifying the certification board at the Alabama Department of Mental Health and the Code of Ethics Committee, by indicating the nature of their relapse or violation and by complying with disciplinary measures as determined by the Code of Ethics Committee. Failure to self-report will result in more stringent disciplinary measures.
- 4. A Certified Recovery Support Specialist who knows of another CRSS's violation of this Code of Ethics will report that violation in a timely manner to the Alabama Department of Mental Health, to protect the integrity of the Certified Recovery Support Specialist profession and for the welfare of those served.

- ▶ Any Certified Recovery Support Specialist who violates any of these ethics will be reported to the Alabama Department of Mental Health, subjected to review by a board of their peers, and risk possible de-certification or suspension for an indefinite time.

However, The EPAC is not here to throw anyone away, that is not our belief. Each case is individualized and treated fairly by its own peers.

Report Ethics Violations to
epacalabama@gmail.com



“We but mirror the world. All the tendencies present in the outer world are to be found in the world of our body. If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him. This is the divine mystery supreme. A wonderful thing it is and the source of our happiness. We need not wait to see what others do.” - Mahatma Gandhi