



Code of Ethics for Employees, Members and Volunteers

Ethics Statement

The Center for HOPE programs are designed to strengthen recovery and wellness from behavioral health disorders, foster an environment where natural leadership can emerge, and bring people together within the recover community to create positive change and overcome the stigma that exists surrounding mental illness and substance use.

Our Core Values: *Safety, Respect, Compassion and Acceptance*

SAFETY

1. We believe that any person who participates at The Center for HOPE is seeking to enhance their recovery and wellness.
2. We will honor each other's confidentiality and right to privacy.
3. We will respect every member's personal boundaries, physical, social and emotional.
4. We believe that The Center for HOPE should be a safe place free from judgement and intimidation.
5. We will seek to resolve conflicts with others and not to create disturbances by way of the use of profanity, gossip, fighting, choosing sides, outbursts of anger or harming others.
6. We will not use relationships made here for personal gain.
7. We will not bring drugs and/or alcohol on the premises of The Center for HOPE or attend any activity or meeting under the influence of drugs and/or alcohol.
8. When we have concerns for the safety of others, ourselves or the integrity of The Center for HOPE we will seek staff guidance.

RESPECT

1. We will strive to treat everyone with dignity and respect, and as a valued individual.
2. We will show appreciation to our fellow recovery community members.
3. We will allow others to make their own decisions and choices in regards to their own lives.
4. We will be ready and willing to speak with anyone we may have inadvertently upset and we will use listening skills in our communication.
5. We will be role models within the community, always remembering we are representatives of The Center for HOPE.
6. We will make every effort to be considerate of each other regarding a tolerable noise level when working and to honor other's wishes for solitude whenever possible.

7. We will not take another person's belongings or any property of The Center for HOPE without first seeking permission.
8. We will work together as a group, maintaining the concept at all times of peer-run programs, remembering we are not counselors, therapists or professionals in this capacity, although some members may be in their professional lives.
9. We will be respectful of our neighbors and strive to positively contribute to the community where we are located.

COMPASSION

1. We understand the relapse is a part of recovery and we will welcome back those who are struggling.
2. We will treat each member of the recovery community with care and compassion, just as we would wish to be treated.
3. We will work hard to represent all members of the community, especially those who feel they have no voice.
4. We will take extra care with new people who walk through our door and try to make certain they feel welcome and comfortable.
5. When a member of the community needs to talk, we will do our best to listen with full awareness, without criticism or judgement, and when a member has the need for clinical work with a professional, we will do our best to refer that person to the appropriate support within the community.
6. If a member shows up to the Center in a crisis, we will provide support and take the appropriate steps to make sure the member is not alone and has the support they need once they leave the Center, whether that is calling a friend, family member, or referring to the Crisis Center, or other option that is acceptable to the member.

ACCEPTANCE

1. "Any pathway to recovery" is our standard, declining to be associated with any one model or approach.
2. We will strive to meet each person where they are at in regards to recovery, way of life, emotional stability and health.
3. We will seek to recognize our own biases and prejudices and attempt not to place them on others.
4. We will honor each member's culture, race, life experiences, belief system, religion, class, age, sexual orientation, gender and appearance.
5. We will do our best to acknowledge and validate the achievements and feelings of others.

Signed: _____ Date: _____

*Code of Ethics adopted from The RECOVER Project, May 2006

