

The Code of Ethics for Vermont Certified Peer Recovery Support Specialists

Preamble:

This is the Code of Ethics for Certified Peer Recovery Support Specialists (“Code of Ethics”). The Code of Ethics establishes the standards of practice for Certified Peer Recovery Support Specialists. Certified Peer Recovery Support Specialists shall provide peer recovery support services in accordance with this Code of Ethics at all times. This Code of Ethics will be used as part of Vermont’s International Certification and Reciprocal Consortium’s Recovery Coach Certification which is needed to acquire certification as a Peer Recovery Support Specialist through Vermont’s Office of Professional Regulation.

I. Professional Commitment:

I shall do no harm. I shall celebrate and support all paths to recovery. I shall always abide by this Code of Ethics. I shall listen, motivate, and support others in their recovery and their plans. My work as a Certified Peer Recovery Support Specialist is about developing the strengths of those whom I serve.

I understand and shall comply. Initial here: _____ *

II. Fundamental Ethics and Boundaries:

- A. The primary responsibility of Certified Peer Recovery Support Specialists is to safely help participants achieve their own needs, wants, and goals. Certified Peer Recovery Support Specialists shall be guided by the principle of self-determination for all. Certified Peer Recovery Support Specialists only engage in evidence-based practices.
- B. Certified Peer Recovery Support Specialists shall practice under supervision in accordance with all state and federal laws and requirements.
- C. Certified Peer Recovery Support Specialists shall maintain the highest standards of personal conduct when acting in their capacity as Certified Peer Recovery Support Specialists.
- D. Certified Peer Recovery Support Specialists shall practice motivational interviewing and shall be able to identify and describe the supports that promote recovery.

- E. Certified Peer Recovery Support Specialists shall comply with Vermont laws regarding the mandatory reporting of suspected child or vulnerable adults abuse, neglect, or exploitation pursuant to 33 V.S.A. § 4913 and 33 V.S.A. § 6903.
- F. Certified Peer Recovery Support Specialists shall cease to work with a participant who consistently crosses boundaries or exhibits any sexual or other harassing behaviors.
- G. Certified Peer Recovery Support Specialists shall notify their supervisor of any situation that may impact their own safety, public safety or the safety of any participant.
- H. Certified Peer Recovery Support Specialists shall always respect the rights and dignity of participants.
- I. Certified Peer Recovery Support Specialists shall always maintain strict professional boundaries between themselves, their participants, and the community which they serve.
- J. Certified Peer Recovery Support Specialists shall provide services in professional or public settings and shall not provide services at the home of participants or Certified Peer Recovery Support Specialists.

I understand and shall comply. Initial here: _____ *

III. Standards:

- A. Certified Peer Recovery Support Specialists shall not engage in conduct that does not meet generally accepted standards of practice as described in the Vermont Approved Peer Recovery Support Specialist trainings.
- B. Certified Peer Recovery Support Specialists shall only provide peer recovery support services and may not perform services for participants outside of the scope of practice of peer recovery support specialists.
- C. Certified Peer Recovery Support Specialists shall deliver peer recovery support services to a participant based on a written individualized recovery plan that documents a substance use disorder and reflects the need and preference of the participant in achieving the specific individualized, measurable goals established in the plan.
- D. Certified Peer Recovery Support Specialists shall not discriminate based on race, religion, gender, ethnicity, age, disabilities, sexual orientation, real or perceived HIV or other medical statuses, mental health or substance use status, or pathway to recovery.

- E. Certified Peer Recovery Support Specialists shall not intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the participants they serve.
- F. Certified Peer Recovery Support Specialists shall comply with all terms and conditions and limitations of any certification and training they hold.
- G. Certified Peer Recovery Support Specialists shall abide by all applicable state and federal laws regarding participant confidentiality and, unless required to or permitted under the law, shall not disclose any information about a participant, including but not limited to names, records, nature of provided services, publication of photographs, and/or any other identifying information.
- H. Certified Peer Recovery Support Specialists shall not discontinue service to a participant, nor shall they abandon the participant, without facilitating an appropriate closure of services for the participant or facilitating an appropriate referral to another resource or professional for services.
- I. Certified Peer Recovery Support Specialists shall not serve in their capacity as a Certified Peer Recovery Support Specialist for a family member, intimate partner, friend or professional colleague, nor any other individuals who fall into a close circle of acquaintance.

I understand and shall comply. Initial here: _____ *

IV. Sexual Misconduct:

- A. Under no circumstances shall Certified Peer Recovery Support Specialists engage in sexual activities, sexual conduct, or sexual talk with participants, regardless of whether such contact is consensual.
- B. Certified Peer Recovery Support Specialists shall not engage in sexual activities, sexual talk, or contact with participants' relatives or other individuals with whom the participant maintains a close personal relationship.
- C. Certified Peer Recovery Support Specialists shall not engage in sexual activities, sexual talk, or contact with former participants.
- D. Certified Peer Recovery Support Specialists shall not provide services to individuals with whom they have had a prior sexual or romantic relationship.

I understand and shall comply. Initial here: _____ *

V. Fraud Related Conduct:

- A. Certified Peer Recovery Support Specialists shall not misrepresent professional qualifications, education, certification, accreditation, affiliations, employment experience, or references.
- B. Certified Peer Recovery Support Specialists shall not use a title or document which claims a qualification that does not exist or that they do not have.
- C. Certified Peer Recovery Support Specialists shall practice using their full name and shall not provide a false name to participants or employers.
- D. Certified Peer Recovery Support Specialists shall not partake in the creation of any false, fraudulent, deceptive, or misleading advertisements of service.

I understand and shall comply. Initial here: _____ *

VI. Exploitation of Participants:

- A. Certified Peer Recovery Support Specialists shall not develop, implement, condone, or maintain exploitative relationships with participants or participant family members.
- B. Certified Peer Recovery Support Specialists shall not accept gifts or utilize property or belongings from participants or participant family members.
- C. Certified Peer Recovery Support Specialists shall not accept any gifts, favors, or free services of substantial (as determined by a reasonable person test) monetary value, or gifts that impair the integrity or efficacy of the participant relationship.
- D. Other than wages paid by an employer, Certified Peer Recovery Support Specialists shall not financially benefit from a relationship with a participant. Certified Peer Recovery Support Specialists shall not accept fees or gratuities for services from a participant.

I understand and shall comply. Initial here: _____ *

VII. Resource Recommendations and Referrals:

- A. Certified Peer Recovery Support Specialists shall only recommend employer-approved resources and referrals to a participant.

I understand and shall comply. Initial here: _____ *

VIII. Impairment:

- A. Certified Peer Recovery Support Specialists shall not engage in the practice of recovery support services if an impairment (such as relapse) interferes with their ability to appropriately and ethically perform their duties.
- B. Certified Peer Recovery Support Specialists shall seek timely assistance for themselves from their supervisor for anything that interferes with their own professional functioning.

I understand and shall comply. Initial here: _____ *

IX. Cooperation with Investigation/Reporting Violations:

- A. Certified Peer Recovery Support Specialists shall cooperate in any investigation related to Code of Ethics or under state or federal law.
- B. Certified Peer Recovery Support Specialists shall report violations of conduct of their own or other Certified Peer Recovery Support Specialists to the Vermont Office of Professional Regulation and Vermont's IC&RC Recovery Board.

I understand and shall comply. Initial here: _____ *

I, _____ (full name), understand The Vermont Certified Peer Recovery Support Specialists Code of Ethics and agree to abide by all the boundaries, mandates, and principles contained within.

_____ (date)