

## **CODE OF ETHICS**

All Region II Human Services staff shall:

Provide and support the highest quality of care to all persons served which shall include referring or releasing an individual to other health professionals or services if that is in the individual's best interests.

Respect the unique characteristics of the professional therapeutic relationship which demands sound, non-exploitive interpersonal transactions between client and staff. This includes no exchange of gifts, money, no gratuities, no personal fundraising and no exchange of personal property. Staff will disclose any conflict of interest at the time the staff becomes aware of such and adhere to appropriate and safe boundaries.

Respect the therapeutic needs of the client by not engaging in a personal or sexual relationship with the client.

Respect the therapeutic needs of the client by not conducting any business or political transactions with the client that may jeopardize his or her therapeutic needs.

Adhere to a strict policy of non-discrimination in the provision of services by not discriminating based on race, disability, appearance, religion, age, sex, intelligence, sexual orientation, national ancestry, or marital, economic, educational, or social status.

Respect the basic human rights of all clients including their right to make their own decisions, to participate in any plans made in their interests, and to reject services.

Adhere to the legal requirements for confidentiality of all records, materials, and communications regarding clients and their families/significant others.

Assess their personal and professional strength, limitations, biases, and effectiveness on a continuing basis; strive for self-improvement; and assume responsibility for professional growth through further education and training.

Never date or be sexually involved with persons served. Dual relationships will be avoided as much as possible and situations arising due to the rural nature of our work will be staffed with directors if any situation arises.

Respect and safeguard the personal property of one another, the person served, visitors and property owned by Region II. Waste, fraud, abuse and other wrongdoing will not be tolerated.

Respect the rights and views of fellow colleagues and members of other professions.

Refrain from any activity, including the misuse and/or abuse of legal or illegal mood-altering chemicals and/or alcohol, where personal or professional conduct is likely to

compromise the fulfillment of professional responsibilities, denigrate the profession in general, or negatively affect staff's responsibility to provide a positive role model.

Report evidence of incompetent, unethical, unprofessional, or illegal practice of any staff member.

Share the responsibility of furthering mutual trust and respect between the organization and the public by conducting his or her business with honesty, fairness and integrity. Staff will exercise common sense and courtesy in dealing with each other and the public. Staff will be involved in advocating for persons served by participating and initiating community and educational activities.

Witness only appropriate documents as approved by directors of the programs.

Be responsible for the accurate description of all services offered to the public. Significant information is disclosed to those to whom the service is offered. All marketing activity will be conducted with honesty, fairness, and integrity.