

Ethics & Boundaries for Certified Peer Support Specialist/ Recovery Coach

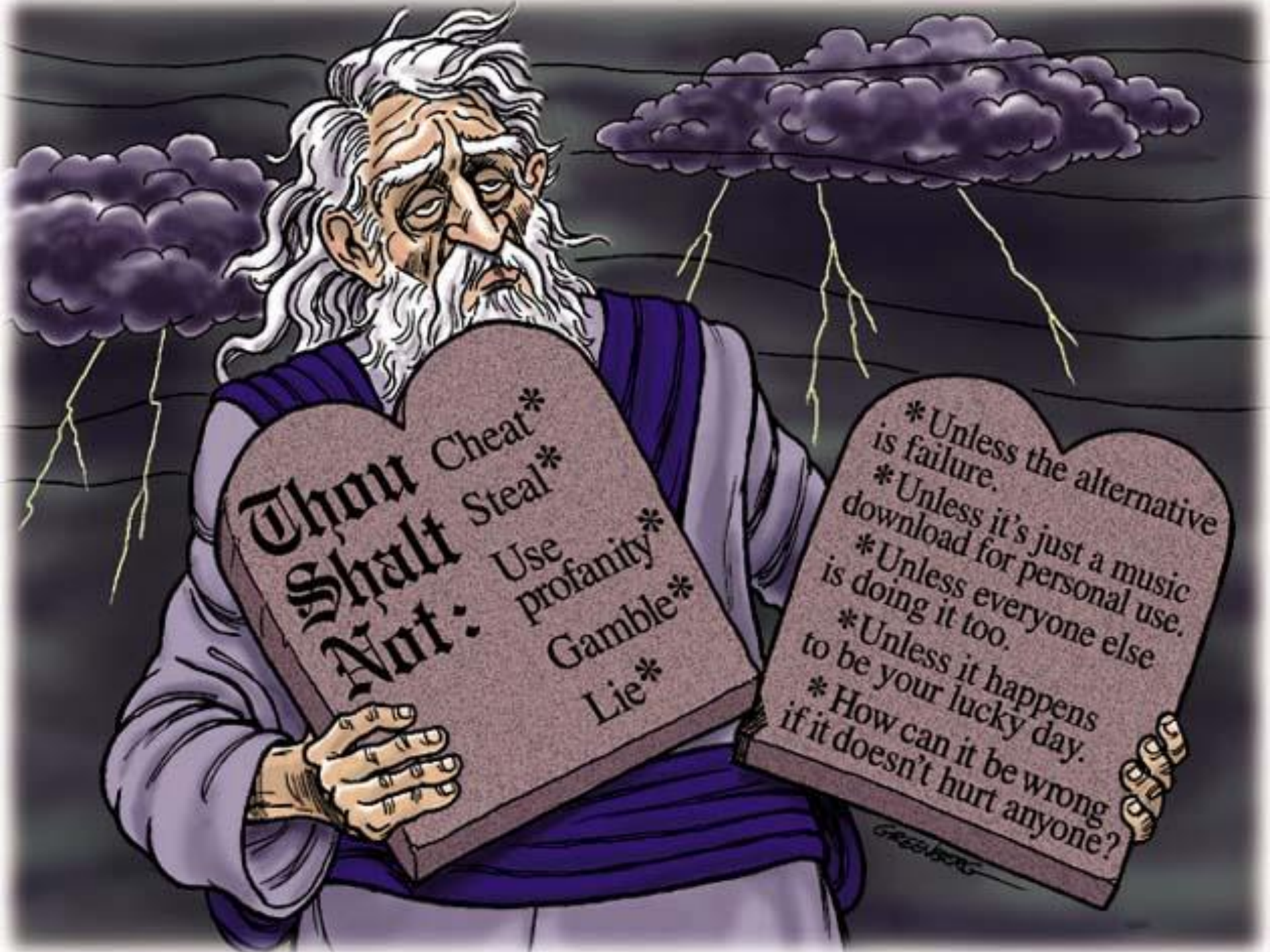
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Thou Cheat*
Shalt Steal*
Art: Use profanity*
Gamble*
Lie*

* Unless the alternative is failure.
* Unless it's just a music download for personal use.
* Unless everyone else is doing it too.
* Unless it happens to be your lucky day.
* How can it be wrong if it doesn't hurt anyone?

Greeneberg

Ethics

According to Merriam Webster...

Ethics are rules of behavior based on ideas about what is morally good and bad.

For Recovery Coaches, ethics are:

- A set of developed and accepted standards or principles of behaviors and actions for both individuals and organizations within a profession.
- A standard code of behavior that is created to enhance service provision and create a climate of dignity and respect
- An agreed upon set of morals, values and conduct standards accepted by the group

CPSS Ethical Behavior Code

1. My primary obligation and responsibility is my recovery. I will immediately contact my supervisor if alcohol, drug use, or anything else gets in the way of my recovery.
2. Recovery is guided by self-determination. I will assist others in achieving their needs and goals. This includes advocating for the decisions of the peers regarding professional and other services.
3. I will support the Faces and Voices of Recovery Bill of Rights for each person that I serve.
4. I will advocate for the integration of peers into self-selected recovery communities and will promote the individual's inherent value to those communities.

CPSS Ethical Behavior Code

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5. I will act in accordance with the law.
 6. I will affirm the dignity of each person that I serve.
 7. I will provide recovery services regardless of someone's age, gender, race, ethnicity, national origin, sexual orientation, gender identity, religion, marital status, political belief, language, socioeconomic status, or mental or physical condition. If differences that impact the motivation for recovery occur, I seek consultation and, if necessary, will make a referral to another peer support specialist.
 8. I will never use physical force, verbal abuse, or emotional abuse; intimidate; threaten; harass; or make unwarranted promises of benefits to the people I serve.

CPSS Ethical Behavior Code

9. I will share my lived experience to help others identify resources and support that promote recovery.
10. I will respect the privacy of those I serve, and I will abide by confidentiality guidelines as required by law.
11. I will never engage in sexual or intimate relations with peers that I serve.
12. I do not accept gifts of significant value from peers that I serve.
13. I do not lend or borrow money from the peers that I serve.
14. I will improve my recovery service knowledge and skills through ongoing education, training, and supervision as determined by my employer.

Common Definitions

- Principles – Fundamental truths, laws, doctrine, or motivating forces upon which others are based; a rule of conduct. e.g. Above all, do no harm.
- Morals - Principles with respect to right or wrong in conduct.
- Values – Social principles, goals, or standards held by an individual, group or society.

Guiding Ethical Principles

- 1. Autonomy or Respect for Persons:** Each individual has dignity or intrinsic worth and mandates that autonomy be respected. This principle promotes self-determination or the freedom of patients to choose their own directions
- 2. Beneficence or Non-Maleficence:** Doing good and avoiding harm, which includes refraining from actions that risk hurting patients. It prompts the practitioner to choose the action that is likely to bring the best results or to choose the action likely to result in a balance of benefits over harm.
- 3. Justice or Fairness:** Being fair to all, providing equal treatment to all people and working to prevent or eliminate discrimination.

Other Ethical Definitions

Boundary Management – encompasses the decisions that increase or decrease intimacy within a relationship.

- In more professional relationships, the hierarchical boundaries are more pronounced and are governed by maintaining detachment and distance
- Peer-based recovery support services rely on reciprocity and minimizing social distance
- While both services affirm boundaries of inappropriateness, these boundaries may differ

Multi Party Vulnerability – is a phrase that conveys how multiple parties can be injured by what a Recovery Coach does or fails to do.

- This may include the recoveree, family members, organizations, the larger community of support services, the recovery community and the community at large.

Boundaries

Boundaries - define the safe, effective and appropriate interactions between a peer support specialist and a peer with whom they are working.

Boundaries protect both the peer support specialist and the peer.

Why are Boundary Issues Important?

- Blurred boundaries distort the relationship
- Can impair the Recovery Navigator's judgment
- Conflict of interest
- Can lead to exploitation of the peer

4 Things to Assess with Boundary Crossings

1. Intentions/motives/ rationale
2. Foreseeable impact on patient; risk of harm to peer or relationship; potential benefits
3. Coercive/ exploitative elements
4. Appearance to 3rd parties

Axioms

1. The responsibility for setting & maintaining boundaries always belongs to the Recovery Coach.
2. The peer should not be blamed or stigmatized for violating a boundary.

The Nature of the Peer Support
Relationship is Inherently More
Vulnerable to Boundary
Violations

Undermining Needs:

<u>Need</u>	<u>Problematic Behavior</u>
To be liked or seen as helpful	Can lead to dishonesty and rescuing behavior
Status or prestige	Attempting to impress peers can lead to feelings of inferiority
Control	Compromising the autonomy/ self-determination of the peer, pressuring peer to a specific outcome; can lead peers to feel disempowered and/or defeated

Source: Rhode Island Peer Recovery
Specialist Certification Exam Study
Guide

Undermining Needs:

<u>Need</u>	<u>Problematic Behavior</u>
Social Relationships	Can lead to being over-involved or over-invested; boundary crossings
Perfectionism	Pushing or pressuring peers

Source: Rhode Island Peer Recovery
Specialist Certification Exam Study
Guide

Core Values & Ethical Conduct

<u>Core Value</u>	<u>Ethical Conduct</u>
Gratitude & Service	Carry hope to individuals, families, and communities
Recovery	All service hinges on personal recovery
Use of Self	Know thyself; Be the face of recovery; Tell your story; Know when to use your story
Capability	Improve yourself; Give your best

Source: Rhode Island Peer Recovery Specialist
Certification Exam Study Guide

Core Values & Ethical Conduct

<u>Core Value</u>	<u>Ethical Conduct</u>
Honesty	Tell the truth; Separate fact from opinion; When wrong, admit it
Authenticity of Voice	Accurately represent your recovery experience and the role from which you are speaking
Credibility	Walk what you talk
Fidelity	Keep your promises

Source: Rhode Island Peer Recovery
Specialist Certification Exam Study
Guide

Core Values & Ethical Conduct

<u>Core Value</u>	<u>Ethical Conduct</u>
Humility	Work within the limitations of your experience and role
Loyalty	Don't give up; Offer multiple chances
Hope	Offer self and others as living proof; Focus on the positive—strengths, assets, and possibilities, rather than problems and pathology
Dignity and Respect	Express compassion; Accept imperfection; Honor each person's potential

Core Values & Ethical Conduct

<u>Core Value</u>	<u>Ethical Conduct</u>
Tolerance	Express compassion; Accept imperfection; Honor each person's potential
Autonomy & Choice	Recovery is voluntary: It must be chosen; Enhance choices and choicemaking
Discretion	Respect privacy; Don't gossip
Protection	Do no harm; Do not exploit; Protect yourself; Protect others; Avoid conflicts of interest

Core Values & Ethical Conduct

<u>Core Value</u>	<u>Ethical Conduct</u>
Advocacy	Challenge injustice; Be a voice for the voiceless; Empower others to speak
Stewardship	Use resources wisely

Source: Rhode Island Peer Recovery
Specialist Certification Exam Study
Guide



**Wanna ask me
Questions?**