

Code of Ethics for Peer2Peer Recovery

Introduction

At Peer2Peer Recovery, our mission is to support individuals in their recovery journeys with compassion, integrity, and respect. This Code of Ethics establishes the standards that all Peer2Peer Recovery team members are expected to uphold in their interactions with clients, colleagues, and the community. Our commitment to ethical principles ensures that Peer2Peer Recovery provides trustworthy, client-centered, and inclusive services.

Purpose

The purpose of this Code of Ethics is to:

- **Promote Integrity:** Ensure that all actions are conducted honestly and responsibly.
 - **Protect Client Rights:** Uphold the dignity, autonomy, and privacy of each client.
 - **Foster Professionalism:** Maintain a standard of excellence in all aspects of service delivery.
 - **Encourage Accountability:** Establish clear guidelines for ethical behavior and hold team members accountable for upholding these standards.
-

Core Ethical Principles

1. Respect for Dignity and Diversity

- Peer2Peer Recovery respects the inherent dignity and worth of each individual. We celebrate diversity and commit to treating all individuals with respect, regardless of background, identity, or personal circumstances.

2. Confidentiality and Privacy

- We are committed to protecting client confidentiality and maintaining the privacy of all personal information. Information about clients will only be shared with authorized individuals and solely for the purpose of providing effective services, in compliance with applicable privacy laws and regulations.

3. Client Autonomy and Empowerment

- Peer2Peer Recovery respects each client's right to make their own decisions regarding their recovery journey. Staff and volunteers encourage clients to set their own goals, make informed choices, and actively participate in their recovery process.

4. Non-Discrimination

- All services and interactions are provided without discrimination. Peer2Peer Recovery is committed to creating an inclusive environment where everyone feels welcome and

supported, regardless of race, ethnicity, religion, gender, sexual orientation, disability, or other protected characteristics.

5. Professional Competence

- Team members are expected to maintain and improve their professional knowledge and skills to ensure high-quality service delivery. Peer2Peer Recovery supports ongoing training and professional development for all staff and volunteers.

6. Integrity and Honesty

- Peer2Peer Recovery operates with transparency, honesty, and integrity in all interactions. Staff, volunteers, and board members are expected to adhere to ethical practices, be truthful in communications, and avoid conflicts of interest.

7. Accountability and Responsibility

- All team members are accountable for their actions and decisions. Peer2Peer Recovery holds itself responsible for maintaining ethical standards, supporting clients in an appropriate manner, and addressing any ethical issues that may arise.

8. Commitment to the Mission

- Peer2Peer Recovery staff, volunteers, and board members are committed to the organization's mission to provide compassionate and effective recovery support. All actions taken reflect our dedication to empowering individuals in their recovery journeys.

Code of Conduct

To ensure adherence to our ethical principles, the following code of conduct applies to all Peer2Peer Recovery team members:

1. Maintaining Boundaries

- Staff and volunteers are expected to maintain clear, professional boundaries with clients. Personal relationships or interactions outside of a professional context are discouraged to avoid conflicts of interest.

2. Avoiding Conflicts of Interest

- Team members should not exploit professional relationships for personal gain. Any potential conflicts of interest must be disclosed to supervisors immediately.

3. Transparency in Communication

- All communications with clients and community partners should be clear, honest, and transparent. Misinformation or deceptive practices are strictly prohibited.

4. Non-Harassment Policy

- Harassment of any kind is not tolerated within Peer2Peer Recovery. This includes but is not limited to harassment based on race, gender, religion, sexual orientation, or disability.

5. **Safeguarding Vulnerable Individuals**

- Peer2Peer Recovery has a responsibility to protect vulnerable clients from harm. All staff and volunteers are trained to recognize and report signs of abuse, neglect, or exploitation.

6. **Cultural Sensitivity**

- Team members are expected to demonstrate cultural sensitivity in all interactions, recognizing and respecting the diverse backgrounds of clients and colleagues.

7. **Supportive Environment**

- Staff and volunteers are encouraged to foster a supportive environment where clients feel safe and empowered. Encouraging clients in a nonjudgmental manner and respecting their recovery journey is paramount.

Reporting Ethical Violations

Peer2Peer Recovery is dedicated to upholding these ethical standards. If a team member becomes aware of any violations of this Code of Ethics, they are encouraged to report the issue promptly.

- **Reporting Mechanism:** Reports can be made directly to a supervisor, the Ethics Officer, or anonymously if preferred.
 - **Non-Retaliation Policy:** Peer2Peer Recovery strictly prohibits retaliation against anyone who reports an ethical concern in good faith.
-