



"A CODE OF ETHICS FOR MEMBERS & CLIENTS"

The primary obligation of all staff is to ensure the quality of services to clients in treatment. The relationship between the staff and the client is a special one and it is essential that staff have both the maturity and the ability to handle the responsibility entrusted to them.

All staff must be aware that they are part of a profession which must carefully watch over its own activities and those of its clients. This code of ethics relates to staff at all times, both at and away from their work.

1. BEHAVIOUR TOWARDS CLIENTS

Staff members must:

- a. Conduct themselves as mature and positive role models.
- b. Maintain all client information in the strictest confidence with regard to all applicable laws and agency rules.
- c. Provide all clients with a copy of the "Agency Bill of Rights" and ensure that all aspects are understood and implemented by both the staff and the client.
- d. Respect all clients by maintaining a non-possessive, non-punitive and professional relationship with them.
- e. Provide service without discrimination of race, creed, religion, gender, national origin, sexual preference, age, disability, political affiliation, previous criminal record or financial status.
- f. Recognise that the best interest of the client may be served by referring or releasing that person to another agency or professional.
- g. Prohibit any sexual relationship of any kind with any client.
- h. Compensate adequately a client for any work performed personally for a staff member.
- i. Prevent the exploitation of a client for personal gain.

2. BEHAVIOUR TOWARDS OTHER STAFF MEMBERS

Staff members must:

- a. Work with other staff members recognising the importance of a team approach in a therapeutic community.
- b. In situations of conflict, use agency grievance procedures for problems or differences of opinion to settle any disputes.
- c. Demonstrate a commitment to provide the highest quality care through personal effort.
- d. Use other professionals or services which will benefit the client when appropriate.
- e. Accept supervision of work practice.

3. BEHAVIOUR TOWARDS THE EMPLOYING AGENCY

Staff members must:

- a. Maintain the policies and procedures of the employing agency using the available procedures to question policies or suggest changes of direction in the agency.

4. BEHAVIOUR TOWARDS OTHER AGENCIES

Staff members must:

- a. Be open-minded about services provided in other responsible therapeutic communities.
- b. Show a willingness to assist other service modalities and to use these agencies for the direct benefit of the client.

5. SELF-REGULATING BEHAVIOUR

Staff members must:

- a. Realistically assess their own personal strengths, limitations, biases, vocational strengths and effectiveness and remain open to feedback and constructive criticism.
- b. Make a commitment to take personal responsibility for continued growth through further education and/or training.
- c. Refrain from behaviour which reflects badly upon themselves and upon their program.