

You're Thinking About Doing What??

Ethics, Peer Support, and
Ethical Decision Making



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Donald Altemus - a little about me



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Peer Support Subject Matter Expert

Adjunct Professor - Villanova University

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Board of Directors Member/Ethics Committee Member -
Pennsylvania Certification Board

Vice Chair - Chester County MH/IDD Advisory Board

Chair - Chester County Adult Mental Health Advisory
Committee

Prevention Trainer - Chester County Suicide Prevention
Task Force

Disaster Crisis Outreach and Referral Team Member

Chester County Crisis Intervention Team Trainer

Training Objectives

- Create an understanding of what peer professionals need to uphold to follow the peer ethical code
- Explore tools that can be utilized to strengthen ethical decision making
- Practice using the tools for ethical decision making and discuss strategies for ensuring our decisions are in line with the ethical code of conduct



- Moral principles that govern a person's behavior or the conducting of an activity.
- The branch of knowledge that deals with moral principles.

Ethics Definition

Code of Ethical Conduct

CPRS/CSPS -

<https://www.decortboard.org/sites/default/files/DCB%20peer%20code.pdf>

Rule 1.1: A certified professional or applicant shall not be cited, arrested, or convicted for any summary offense, misdemeanor or felony relating to the individual's ability to provide behavioral health services or that reflects conduct unbecoming a professional as determined by DCB. All such citations, arrests, or convictions shall be reported to DCB by the certified professional within 30 days of offense.

Rule 1.2: A certified professional or applicant shall not use, possess, give/lend, or sell any unprescribed or illegal substance. A certified professional or applicant shall not give/lend or sell recommended or prescribed substances.

UNLAWFUL/CRIMINAL CONDUCT

ROMANTIC/SEXUAL MISCONDUCT

Rule 2.1: A certified professional or applicant shall, under no circumstances, suggest or engage in romantic/sexual activities or romantic/sexual contact with service recipients, whether such contact is consensual or forced. This prohibition applies to both in person and electronic interactions or relationships.

Rule 2.2: A certified professional or applicant shall not suggest or engage in romantic/sexual activities or romantic/sexual contact with service recipients' immediate family. This prohibition applies to both in person and electronic interactions or relationships.

Rule 2.3: A certified professional or applicant shall not engage in romantic/sexual activities or romantic/sexual contact with former service recipients. This prohibition applies to both in person and electronic interactions or relationships.

Rule 2.4: A certified professional or applicant shall not provide recovery support services to individuals with whom they have had a prior romantic/sexual relationship. This prohibition applies to both in person and electronic interactions or relationships.

FRAUD-RELATED CONDUCT



Rule 3.1: A certified professional or applicant shall not prepare, present, or participate in activities related to fraudulent billing or benefit claim under any employee benefit program or insurance policy/program.



Rule 3.2: A certified professional or applicant shall not present fraudulent documents when applying for certification, certification upgrades, or certification renewal.



Rule 3.3: A certified professional or applicant shall not prepare fraudulent certification or certification renewal documents for other certification applicants.



Rule 3.4: A certified professional or applicant shall not use a title designation, credential or license, firm name, letterhead, publication, term, title, or document which states or implies an ability, relationship, or qualification that does not exist and to which they are not entitled.

FRAUD-RELATED CONDUCT

Rule 3.5: A certified professional or applicant shall not sign or issue, in their professional capacity, a document or a statement that the professional knows or should have known to contain a false or misleading statement.

Rule 3.6: A certified professional or applicant shall not produce, publish, create, or participate in the creation of any false, fraudulent, deceptive, or misleading advertisement.

Rule 3.7: A certified professional or applicant who participates in the writing, editing, or publication of professional papers, media resources, online platforms, brochures, or books must act to preserve the integrity of the profession by acknowledging and documenting any materials and/or techniques or people (i.e., co-authors, researchers, etc.) used in creating their opinions/papers, books, etc.

Rule 3.8: A certified professional or applicant who participates in identifying themselves as part of the profession and/or the recovery community through writing, media resources, online platforms, brochures, or other forms of advertising must act to preserve the integrity of the profession by conducting themselves in a professional manner at all times.

DUAL RELATIONSHIPS/EXPLOITATION OF SERVICE RECIPIENTS

Rule 4.1: A certified professional or applicant shall not suggest, initiate, develop, and/or maintain dual/exploitative relationships with service recipients and/or family members of service recipients. This prohibition applies to both in person and electronic interactions or relationships.

Rule 4.2: A certified professional or applicant shall not misappropriate property from service recipients and/or family members of service recipients.

Rule 4.3: A certified professional or applicant shall not enter or maintain a financial dual relationship that results in financial gain to the certified professional, service recipient or a third party.

Rule 4.4: A certified professional or applicant shall not promote to a service recipient for their personal gain any treatment, procedure, product, or service.

DUAL RELATIONSHIPS/EXPLOITATION OF SERVICE RECIPIENTS



Rule 4.5: A certified professional or applicant shall not ask for nor accept gifts or favors from service recipients and/or family members of service recipients.



Rule 4.6: A certified professional or applicant shall not offer, give, or receive commissions, rebates, or any other forms of remuneration for a service recipient referral.



Rule 4.7: A certified professional or applicant who uses testimonials shall not solicit them from current service recipients, former service recipients, or any other persons who may be vulnerable to undue influence.

PROFESSIONAL STANDARDS

Rule 5.1: A certified professional or applicant shall not in any way participate in discrimination based on race, ethnicity, gender, gender identity or presentation, sexual orientation, age, religion, national origin, socio-economic status, political belief, psychiatric or psychological impairment, physical ability, immigration status, any legally protected class, criminal history, or recovery pathway.

Rule 5.2: A certified professional must request Inactive Status of their DCB credential for psychological, emotional, physical, or behavioral health related adversity that interferes with their professional functioning. In the event of a self-report reoccurrence/relapse, Inactive Status will be for a 12-month period of time.

Rule 5.3: A certified professional or applicant shall meet and comply with all terms, conditions, or limitations of a professional certification or license they hold.

Rule 5.4: A certified professional or applicant holding a certification, license, or other authorization to practice issued by any certification authority or any state, province, territory, tribe, or federal government whose certification or license has been suspended, revoked, placed on probation, or other restriction or discipline shall promptly alert DCB of such disciplinary action.

PROFESSIONAL STANDARDS



Rule 5.5: A certified professional or applicant shall not perform services outside of their area of training, expertise, competence, or scope of practice. They shall seek consultation or make appropriate referral when the service recipient's problem is beyond their area of training, expertise, competence, or scope of practice.



Rule 5.6: A certified professional or applicant shall demonstrate multicultural competence in training, services provided, and supervision.



Rule 5.7: A certified professional or applicant shall not reveal confidential information obtained as the result of a professional relationship, without the prior written consent from the recipient of services, except as authorized or required by law.



Rule 5.8: The certified professional or applicant shall not permit publication of photographs, including social media, disclosure of service recipient names or records, or the nature of services being provided without securing all requisite releases from the service recipient, or parents or legal guardians of the service recipient.

PROFESSIONAL STANDARDS

Rule 5.9: The certified professional or applicant shall not discontinue professional services to a service recipient, nor shall they abandon the service recipient without facilitating an appropriate closure of professional services for the service recipient.

Rule 5.10: A certified professional or applicant shall only provide professional distance services which are appropriate to their education and experience.

Rule 5.11: A certified professional or applicant shall adhere to all state regulations (which vary from state to state) and/or federal regulations for providing distance services.

Rule 5.12: A certified professional or applicant shall ensure that any electronic means used in the delivery of distance services comply with current regulatory standards including confidentiality.

SAFETY & WELFARE



Rule 6.1: When a condition of clear and imminent danger exists wherein a service recipient may inflict serious bodily harm on another person or persons, a certified professional or applicant shall, consistent with federal and state confidentiality laws, take reasonable steps to warn any likely victims of the service recipient's potential behavior.



Rule 6.2: When a condition of clear and imminent danger exists that a service recipient may inflict serious bodily selfharm, the certified professional or applicant shall, consistent with federal and state confidentiality laws, take reasonable steps to protect the service recipient.



Rule 6.3: All certified professionals and applicants are mandated reporters as defined by state and federal law.



Rule 6.4: A certified professional or applicant shall not refer a service recipient to a person that they know or should have known is not qualified by training, experience, certification, or license to perform the delegated professional responsibility.

RECORD KEEPING

Rule 7.1: A certified professional or applicant shall not falsify, amend, or knowingly make incorrect entries or fail to make timely essential entries into the service recipient record.

Rule 7.2: A certified professional or applicant shall follow all federal and state regulations regarding service recipient records.

COOPERATION WITH THE BOARD

Rule 8.1: A certified professional or applicant shall cooperate with a DCB disciplinary investigation or proceeding and shall not interfere with an investigation or a disciplinary proceeding or attempt to prevent a disciplinary proceeding or other legal action from being filed, prosecuted, or completed.

Rule 8.2: A certified professional or applicant shall not make a false statement to DCB or any other disciplinary authority; promptly alert colleagues informally to potentially unethical behavior; report violations of professional conduct of other certified professionals to the appropriate licensing/disciplinary authority when they know or should have known that another certified professional has violated ethical standards and has failed to take corrective action after informal intervention.

Rule 8.3: A certified professional or applicant with firsthand knowledge of the actions of a respondent or a complainant shall cooperate with the DCB investigation or disciplinary proceeding. Failure or an unwillingness to cooperate in the DCB investigation or disciplinary proceeding may be grounds for disciplinary action.

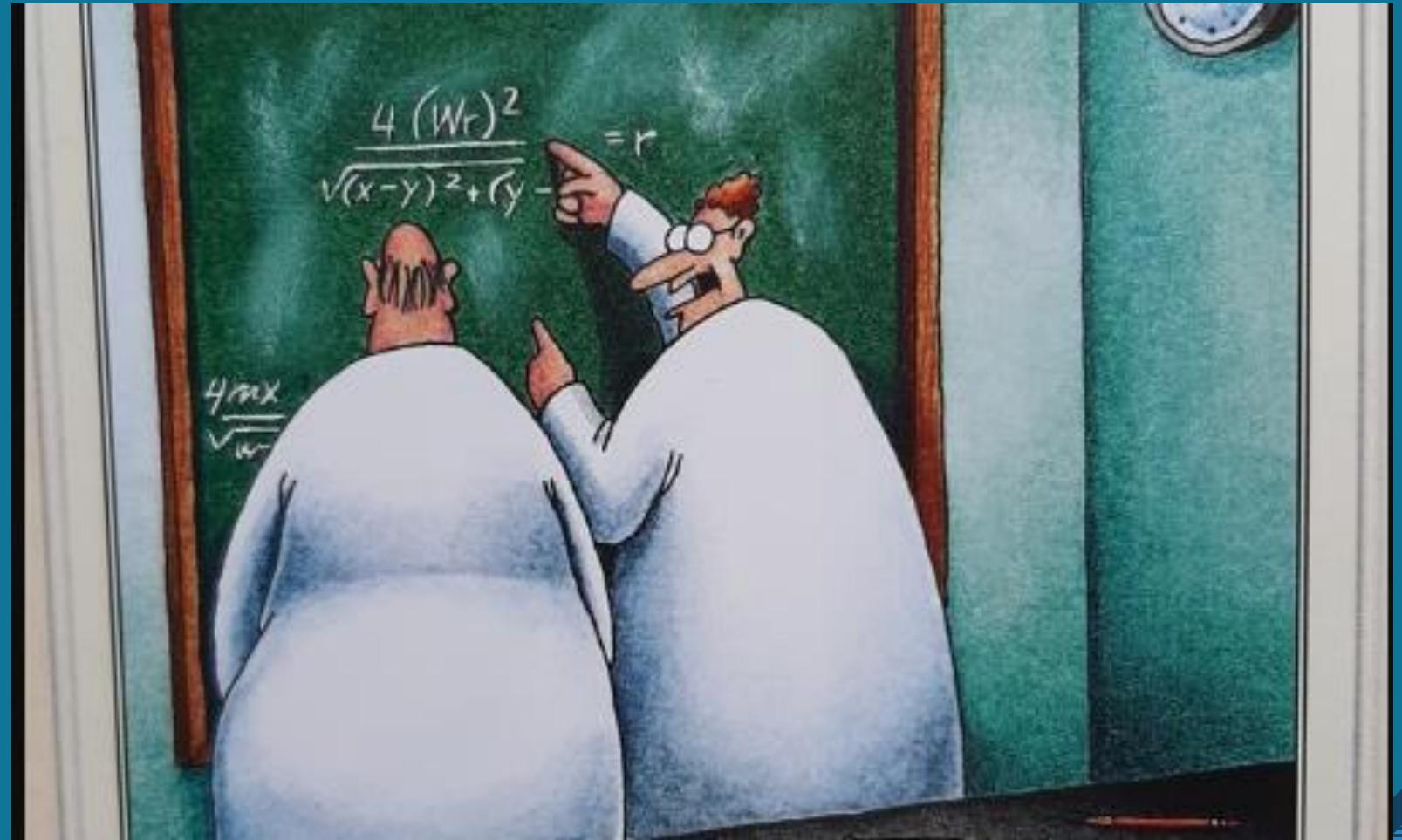
Rule 8.4: A certified professional or applicant shall not file a complaint or provide information to DCB which they know or should have known is false or misleading.

Rule 8.5: In submitting information to DCB, a certified professional or applicant shall comply with any requirements pertaining to the disclosure of service recipient information established by the federal or state law.

4 wrongs squared....

Far Side Comic - Caption reads

“Yes, yes, I know that Sidney -
Everybody knows that! ... But look:
Four wrongs squared, minus two
wrongs to the fourth power,
divided by this formula, do make
a right.”



Ethics model

E - Evaluate

T - Think

H - Help

I - Information

C - Calculate Risk and/or Benefit

S - Select and Take Your Action

Photo by [Andrea De Santis](#) on [Unsplash](#)



EVALUATE THE SITUATION

Think



Photo by Anthony Tran on [Unsplash](#)

Consider all the possibilities in your situation.

Help

Who can I ask for
guidance with my
decision?



Photo by [Brett Jordan](#) on [Unsplash](#)

Information

- ▶ What are my resources for making this decision?
 - ▶ Ethics Code
 - ▶ Laws
 - ▶ Regulations
 - ▶ Policy & Procedure

Calculate risk and/or benefit

- Who is at risk?
- Who will benefit?
- How much risk is there?



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Select and take your action

Make your decision and then carry out the action of that decision.



Ethical decision-making skills



What About ethics and peer supervision?



Goals of Peer supervision



Training &
Development

Maintain
Wellness &
Recovery

Recognize
Issues Before
Major Problems

Regulations

Protect Those
Being Served

- ▶ Different from Supervising Therapists
 - ▶ Peers are non-clinical
- ▶ Supervisor is partner, mentor, guide
 - ▶ Model expected skills
- ▶ Collaborative Process
 - ▶ Model through use of Motivational Interviewing

Providing Supervision for peer professionals

RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES: RESPONSIBILITY & PROFESSIONALISM

Conduct

- **Conduct** - Conduct self in ethical manner by adhering to codes of ethics and standards of practice.

Understand

- **Understand** - understand the limits of one's own education, experience, training, lived experience, and scope of practice.

Maintain

- **Maintain** - maintain confidentiality regarding information received during the supervision of recovery support services.

Adhere

- **Adhere** - Adhere to confidentiality and privacy rights in accordance with employer and legal reporting requirements.

**RECOVERY
SPECIALIST
SUPERVISOR
CORE
COMPETENCIES:
RESPONSIBILITY &
PROFESSIONALISM**



Identify

Identify one's strengths and challenges to enhance personal wellness.



Engage In

Engage in continuing professional development relative to recovery support services and supervision.



Maintain

Maintain boundaries that balance professional and personal relationships.



Understand

Understand the scope and boundaries of the role of the recovery specialist within an organization.

CERTIFIED SUPERVISOR OF PEER SPECIALISTS CORE COMPETENCIES: ETHICAL RESPONSIBILITY & PROFESSIONALISM

Understand

- Understand the difference between clinical and non-clinical boundaries.

Model

- Model healthy boundaries.

Develop

- Develop written policies regarding recovery specialists' ethics and boundaries.

Recognize

- Recognize that boundary issues are ethical violations.

Understand

- Understand the difference between personal recovery and the professional role.

Show

- Show openness and respect for recovery pathways.

Understand

- Understand personal and cultural biases and challenges.

Understand

- Understand issues related to accessibility, discrimination, abuse, neglect, and criminal activity that may be reportable or mandatory under law and/or regulation.

Address ethical issues as they relate to legal and social challenges facing individuals and communities.



Adhere to requirements set by state or federal governments, and/or employing organization.



Advocate for supervision, training, continuing education, networking, and other resources for professional development and lifelong learning for self and colleagues.



Engage in supervision to maintain the integrity of recovery support services provided.



Understand the importance of documentation.



Utilize a model of ethical decision-making that includes collaboration between recovery specialists and supervisors.



Acknowledge and accept the responsibility to report unethical conduct to the appropriate credentialing board.



Assist recovery specialists in maintaining their scope of practice.

CERTIFIED SUPERVISOR OF PEER SPECIALISTS CORE COMPETENCIES: ETHICAL RESPONSIBILITY & PROFESSIONALISM



Assist recovery specialists in understanding the ethical obligations of other professionals



Educate recovery specialists on how personal conduct impacts professional identity (social media use, community involvement, encountering individuals who receive services outside the organization, etc.).



Understand the obligation to monitor and support self-care of the recovery specialist.

CERTIFIED SUPERVISOR OF PEER SPECIALISTS CORE COMPETENCIES - ETHICAL RESPONSIBILITY & PROFESSIONALISM

Certified SUPERVISOR OF PEER SPECIALISTS CORE COMPETENCIES - ETHICAL RESPONSIBILITY & PROFESSIONALISM



Promote, support, and respect recovery specialist self-care and wellness related to job performance.



Assist recovery specialists in developing an individualized self-care plan.



Articulate objective feedback regarding ethical decision making and boundaries.

CERTIFIED SUPERVISOR OF PEER SPECIALISTS CORE COMPETENCIES - ETHICAL RESPONSIBILITY & PROFESSIONALISM



Awareness of
personal/organizational
biases.



Maintain and promote
own self-care and
wellness.

Peer ethics challenges

Peer Support Professionals begin their career with less Ethics training than counselors.

Peer Support Professionals often work in the agency where they once received treatment - this blurs some boundaries.

Peer Support Professionals regularly utilize self-disclosure with the individuals they support - this can blur boundaries

Supervision can be out of scope and/or inadequate

- Create an understanding of what peer professionals need to uphold to follow the peer ethical code
- Explore tools that can be utilized to strengthen ethical decision making
- Practice using the tools for ethical decision making and discuss strategies for ensuring our decisions are in line with the ethical code of conduct

Review of training objectives



Questions / Comments

THANK YOU!

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