



HRN PRSS: CODE OF PROFESSIONAL AND ETHICAL CONDUCT

Hope Recovery Network Certified Peer Recovery Support Specialist (HRN PRSS) Code of Ethics outlines basic values and principles of peer recovery support practice. This Code serves as a guide for responsibility and ethical standards for Hope Recovery Network Certified Peer Recovery Support Specialists.

Peer Recovery Support Specialists have a responsibility to help persons in recovery achieve their personal recovery goals by **promoting self-determination, personal responsibility, and the empowerment inherent in self-directed recovery**. Peer Recovery Support Specialists shall maintain high standards of personal conduct, and conduct themselves in a manner that supports their own recovery. Peer Recovery Support Specialists shall serve as advocates for the people they serve.

Peer Recovery Support Specialists shall **not perform services outside of the boundaries and scope** of their expertise, shall be **aware of the limits of their training and capabilities**, and shall collaborate with other professionals and Recovery Support Specialists to best meet the needs of the person(s) served. Peer Recovery Support Specialists shall preserve an objective and ethical relationship at all times. This credential does not endorse, suggest or intent that a Peer Recovery Support Specialist will serve independently. The Peer Recovery Support Specialist shall only work under supervision.

I. CONDUCT - As a Peer Recovery Support Specialist, I will:

1. Conduct myself in accordance with the HRN PRSS Code of Ethics. And as such, when I am representing HRN I will conduct myself in a professional manner that reflects positively on HRN.
2. Agree to maintain a minimum of one (1) clinical supervision sessions per month.
3. I understand that misconduct may result in the warnings as part of the HRN Performance Improvement Policy.
4. Maintain regular supervision and ongoing support so I have a person with whom I can address challenging personal issues, behaviors, or conditions that may negatively effect my own recovery.
5. Recognize personal issues, behaviors, or conditions that may impact my HRN PRSS performance.
6. Take appropriate action when I may become unstable, or when others are reporting that I may be unstable, and engage in self-care and/or respond to requests to confirm my personal safety and stable wellbeing.
7. Conduct myself in a way that reflects positively on myself, HRN and the peer recovery support field in appearance and dress, language and tone, as well as punctuality and consistent performance.
8. Remain free from any substances that affect my ability and capacity to perform my duties as a Peer Recovery Support Specialist.
9. Accurately identify my qualifications, expertise, and certifications to all whom I serve and to the public.
10. Make public statements or comments that are true and reflect current and accurate information.
11. Maintain required documentation for and in all client records, including weekly timesheets, as required by my agency or the federal and state requirements making certain that records are documented honestly.
12. Protect the privacy and confidentiality of persons served in adherence with Federal Confidentiality, HIPAA laws, local jurisdiction and state laws and regulations. This includes electronic privacy standards.
11. Use client contact information and peer support narrative summaries in accordance while while storing and destroying this information properly. I understand HRN PRSS's are responsible for maintaining these standards.
12. Communicate at all times in any public and/or private venue about participant issues (that do not meet specific safety concern exceptions) in a way that does not betray sensitive confidences gained only through the direct course of peer recovery support except with my HRN supervisor and/or specifically authorized person(s) and/or agencies by the participant (using an HRN 'Authorization to Release' form).
13. Be overtly cautious when posting to Social Media and/or other public forums (to my own accounts or other person(s)/agency(ies) forums) to ensure that any content is not directly related to any participant-specific topic or situation. I understand that any instance of sensitive content that can be traced back to a specific person(s)/event may result HRN actions, including termination of employment.

II. CONFLICT OF INTEREST - As a Peer Recovery Support Specialist, I will:

14. Reveal any perceived conflict of interest immediately to my professional supervisor and remove myself from the peer recovery support specialist relationship as required.
15. Disclose any existing or pre-existing professional, social, or business relationships with person(s) served. I shall determine, in consultation with my professional supervisor, whether existing or pre-existing relationships interfere with my ability to provide peer support services to person(s) served.
16. I will not initiate any new professional, social, or business relationships with person(s) I serve or have served without consulting my supervisor first. This includes 12 step-sponsorship or other non-Hope Recovery Network support roles with person(s) I currently serve or have served in the past.

III. SUPPORT SPECIALIST / CLIENT RELATIONSHIP - As a Peer Recovery Support Specialist, I will:

17. Clearly explain my role and responsibilities to those person(s) I serve, using the HRN Team Plan or your own similar method.
18. After consulting with my supervisor I will terminate the PRSS relationship with a person(s) served when services appear no longer of benefit and to respect the rights of the person served to terminate services at his/her request.
19. Request a change in my role as a HRN PRSS with a person being served if the person served requests a change.
20. Not engage in sexual activities or personal relationships with persons served in my role as a HRN PRSS, or members of the immediate family or immediate support network of person(s) served.
21. Set clear, appropriate, culturally sensitive and professional boundaries with all persons served.
22. If at any point I feel I am unable to meet any of these requirements, I will immediately cease performance as a HRN Peer Recovery Support Specialist and seek professional assistance.

IV. CERTIFIED RECOVERY SUPPORT PROFESSIONAL - As a Peer Recovery Support Specialist, I will:

23. Carefully read HRN Human Resource Policy in full, asking any questions I may have about it, and abide by the general recommendations, specific HRN Policies, relevant legal codes/precedents summarized therein.
24. Not overstep PRSS role boundaries, but stay committed inside that role, by attaining and renewing my OhioMAS Certification and by enthusiastically engaging in ongoing training to improve my support skills.
25. Report to HRN any actions that would invalidate my certification (ORC Rule 5122-29-15.1, Section O).
26. Be civil and respectful in language and behavior, even when I don't agree or am upset, when conducting peer recovery support or related public events/services.
27. Not engage in or allow illegal discriminatory actions in any aspect of peer recovery support in accordance with discrimination laws and HRN's mission. I will also avoid engaging in hate speech or other harmful discriminatory actions even outside of recovery support.
28. Be open-minded to differing beliefs and lifestyles, by challenging myself in productive ways to understand and empathize with alternative beliefs in effort to be an effective peer supporter and committed advocate.

I hereby attest that I have read, understand, and will adhere to the HRN PRSS Code of Professional and Ethical Conduct, as described above.

PRINT NAME: _____ DATE: _____

SIGNATURE: _____ *(Digital Signatures accepted from authorized email addresses)*