



Community Health Worker/Certified Recovery Specialist Code of Ethics

The Certified Recovery Specialist Program shall maintain a code of ethical behavior to be consistent with MHANI's and Indiana's Division of Mental Health and Addiction's guidelines of generally accepted ethical standards of care for individuals who provide services to consumers.

1. The primary responsibility of CHW/CRSs is to help individuals achieve their own needs, wants, and goals. CHW/CRSs will be guided by the principle of self-determination for all.
2. CHW/CRSs will maintain high standards of personal conduct. CHW/CRSs will also conduct themselves in a manner that fosters their own recovery.
3. CHW/CRSs will openly share with consumers and colleagues their recovery stories from mental illness and/or addiction and will likewise be able to identify and describe the supports that promote their recovery.
4. CHW/CRSs will, at all times, respect the rights and dignity of those they serve.
5. CHW/CRSs will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.
6. CHW/CRSs will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state.
7. CHW/CRSs will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.
8. CHW/CRSs will respect the privacy and confidentiality of those they serve.
9. CHW/CRSs will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of those individuals to those communities.
10. CHW/CRSs will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.
11. CHW/CRSs will not enter into dual relationships or commitments that conflict with the interests of those they serve.
12. CHW/CRSs will never engage in sexual/intimate activities with the consumers they serve.

13. CHW/CRSs will not abuse substances under any circumstance. Nor will they use tobacco products when in the role of CHW/CRSs.
14. CHW/CRSs will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.
15. CHW/CRSs will not accept gifts of significant value from those they serve.