YOU’RE THINKING ABOUT DOING WHAT??

Ethics, Peer Support, and Ethical Decision Making

Donald R. Altemus
MS, CPS, CRS, CAADC, CRSS, CDCORP, CFRS
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
What is Peer Support?

Click to open word cloud
Support have Ethics challenges that are different than counselors?
CODES OF ETHICAL CONDUCT

- Peer Specialist - https://www.pacertboard.org/ethics

- Recovery Specialist/Family Recovery Specialist - https://www.pacertboard.org/ethics
- Moral principles that govern a person’s behavior or the conducting of an activity.
- The branch of knowledge that deals with moral principles.
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
EVALUATE THE SITUATION

Photo by Andrea De Santis on Unsplash
THINK

Consider all the possibilities in your situation.
Who can I ask for guidance with my decision?
INFORMATION

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

Photo by Diego PH on Unsplash
CALCULATE RISK AND/OR BENEFIT

- Who is at risk?
- Who will benefit?
- How much risk is there?
SELECT AND TAKE YOUR ACTION

Make your decision and then carry out the action of that decision.
Joe is a CRS and his pathway included meetings & Medication Assisted Recovery. Joe's friend asks Joe to give him some Subutex because he is out & can't get the refill until Monday. What should Joe do?

- Give his friend some Subutex, he knows he will give it back when he gets more.
- Tell his friend he is on his own with this.
- Take his friend to the Emergency Room and ask for help preventing reoccurrence.

Click to open poll
has been getting upset with co-workers over minor issues. Some of her unfinished & when asked about it, she became disrespectful to co-supervisor, do you have concerns about Ethical Violations?

Click to open poll

No

I need more information.
ETHICAL DECISION MAKING SKILLS

ETHICAL DECISION-MAKING SKILLS

ETHICAL TESTS
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
PROVIDING SUPERVISION FOR PEER PROFESSIONALS

- Different from Supervising Therapists
  - Peers are non-clinical
- Supervisor is partner, mentor, guide
  - Model expected skills
- Collaborative Process
  - Model through use of Motivational Interviewing
<table>
<thead>
<tr>
<th>Conduct</th>
<th>Conduct self in an ethical manner by adhering to codes of ethics and standards of practice.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understand</td>
<td>Understand the limits of one’s own education, training, experience, lived experience, and scope of practice.</td>
</tr>
<tr>
<td>Maintain</td>
<td>Maintain confidentiality regarding information received during the supervision of recovery support services.</td>
</tr>
<tr>
<td>Adhere</td>
<td>Adhere to confidentiality and privacy rights in accordance with employer and legal reporting requirements.</td>
</tr>
<tr>
<td>Identify</td>
<td>Identify one’s strengths and challenges to enhance personal wellness.</td>
</tr>
<tr>
<td>Engage in</td>
<td>Engage in continuing professional development relative to recovery support services and supervision.</td>
</tr>
<tr>
<td>Understand</td>
<td>Understand the scope and boundaries of the role of the recovery specialist within an organization.</td>
</tr>
<tr>
<td>Maintain</td>
<td>Maintain boundaries that balance professional and personal relationships.</td>
</tr>
</tbody>
</table>

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

RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES:
ETHICAL RESPONSIBILITY & PROFESSIONALISM
RECOVERY SPECIALIST SUPERVISOR 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.

► Promote, support, and respect recovery specialist self-care and wellness related to job performance.
RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES – ETHICAL RESPONSIBILITY & PROFESSIONALISM

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

► Articulate objective feedback regarding ethical decision making and boundaries.
RECOVERY SPECIALIST SUPERVISOR 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
REVIEW OF 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
QUESTIONS / COMMENTS
THANK YOU!

DONALD R. ALTEMUS
MS, CPS, CRS, CAADC, CRSS, CDcorp, CFRS

DON@RECOVERYEDUCATOR.COM
REFERENCES


- **PA Peer Support Coalition.** (2022, August 5). Pennsylvania Peer Support Coalition | Peer Support Professionals. [https://papeersupportcoalition.org](https://papeersupportcoalition.org)

- **Global Ethics Solutions.** (2021, November 25). Ethical Decision Making: Ethical Tests [Video]. YouTube. [https://www.youtube.com/watch?v=5QJgKCtFAzg](https://www.youtube.com/watch?v=5QJgKCtFAzg)
