

# YOU'RE THINKING ABOUT DOING WHAT??

Ethics, Peer Support, and Ethical Decision Making

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# 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



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# What is Peer Support?

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Support have Ethics challenges that are different than  
counselors?

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Yes.

0%

I'm not sure.

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# CODES OF ETHICAL CONDUCT

- Peer Specialist - <https://www.pacertboard.org/ethics>
- Recovery Specialist/Family Recovery Specialist - <https://www.pacertboard.org/ethics>

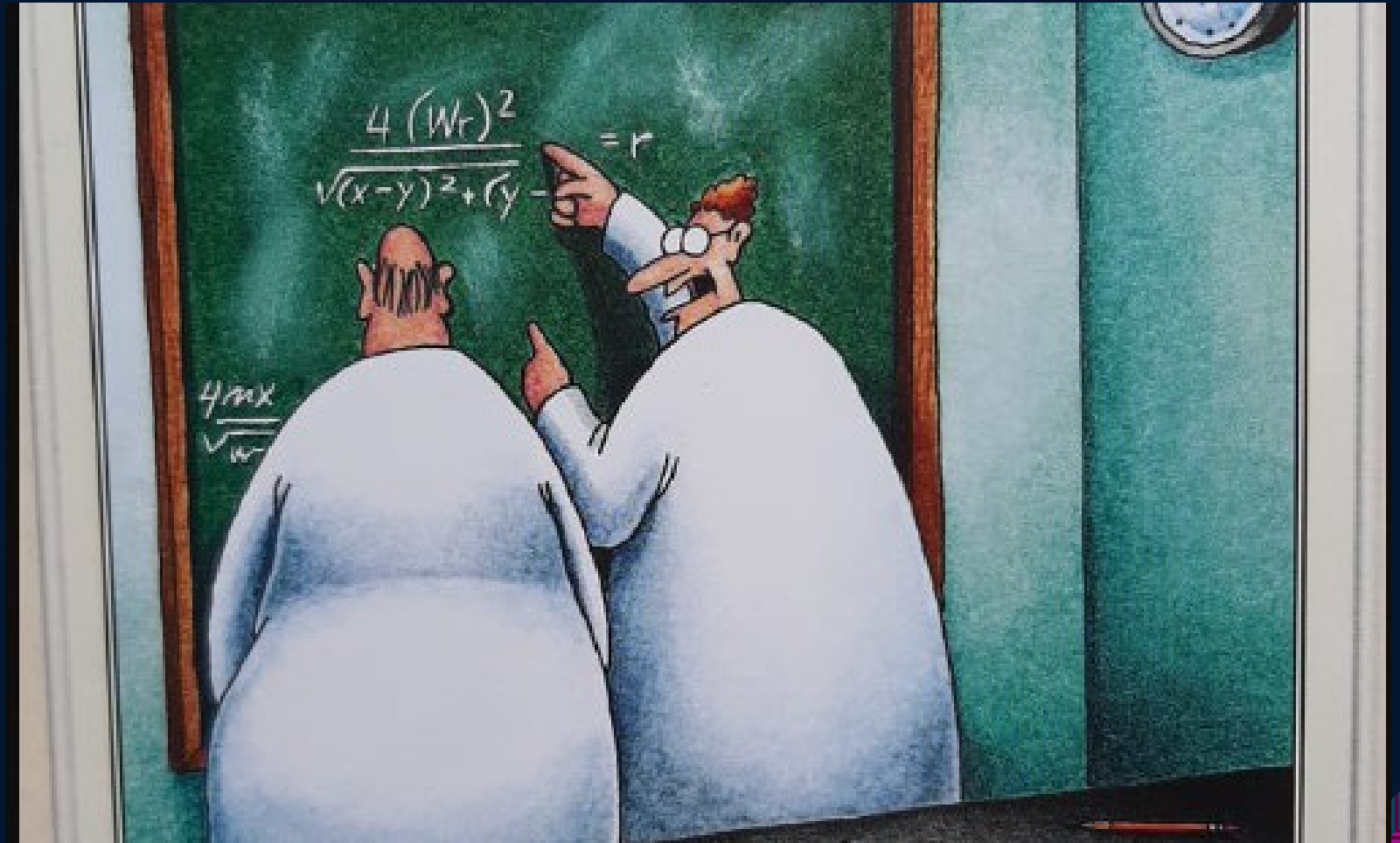
- Moral principles that govern a person's behavior or the conducting of an activity.
- The branch of knowledge that deals with moral principles.

## ETHICS DEFINITION



# 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

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**EVALUATE THE SITUATION**





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# THINK

Consider all the possibilities in your situation.

# HELP

Who can I ask for  
guidance with my  
decision?



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# INFORMATION

A hand holding a lightbulb, symbolizing an idea or decision. The hand is positioned in the upper right quadrant, with the thumb and index finger gripping the base of the bulb. The background is a soft, out-of-focus light blue and white, suggesting a clean, professional environment.

- ▶ 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.



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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?

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Give his friend some Subutex, he knows he will give it back when he gets more.

0%

Tell his friend he is on his own with this.

0%

Take his friend to the Emergency Room and ask for help preventing reoccurrence

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

Click to open poll

0%

No

0%

I need more information.

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# ETHICAL DECISION MAKING SKILLS



# WHAT ABOUT ETHICS AND PEER SUPERVISION?



- ▶ Training & Development
- ▶ Maintain Wellness & Recovery
- ▶ Recognize Issues Before Major Problems
- ▶ Regulations
- ▶ Protect Those Being Served



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# GOALS OF PEER SUPERVISION

# 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

Conduct	Conduct self in an ethical manner by adhering to codes of ethics and standards of practice.
Understand	Understand the limits of one's own education, training, experience, lived experience, and scope of practice.
Maintain	Maintain confidentiality regarding information received during the supervision of recovery support services.
Adhere	Adhere to confidentiality and privacy rights in accordance with employer and legal reporting requirements.
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.
Understand	Understand the scope and boundaries of the role of the recovery specialist within an organization.
Maintain	Maintain boundaries that balance professional and personal relationships.

# RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES: 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.

RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES:  
ETHICAL RESPONSIBILITY & PROFESSIONALISM





## 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.).

# RECOVERY SPECIALIST SUPERVISOR CORE COMPETENCIES – ETHICAL RESPONSIBILITY & PROFESSIONALISM

- 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

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## QUESTIONS / COMMENTS



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THANK YOU!

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