



MCRSP Code of Ethics

Operators and staff of MCRSP accredited organizations shall value and respect each resident/client and put each individual's recovery strengths and needs at the forefront of all decision making. To meet this obligation, we adhere to the following principles:

1. Assess each potential resident's/client's strengths and needs and determine whether the level of support available within the residence/organization is appropriate. Provide assistance to the residents/clients with appropriate referrals.
2. Value diversity, equity, inclusion, and non-discrimination.
3. All recovery homes will provide a safe, homelike environment that meets NARR Standards.
4. Maintain an alcohol- and illicit-drug-free environment, including the misuse of prescription and over-the-counter drugs.
5. Honor individuals' rights to choose their own recovery paths within the parameters defined by the residence/organization.
6. Protect the privacy, confidentiality, and personal rights of each resident/client.
7. Provide consistent and uniformly applied rules. We lead by example, both at work and in our private lives we conduct ourselves with honesty, compassion and respect for others.
8. Provide for the health, safety, and welfare of each resident/client.
9. Address each resident/client fairly in all situations. We focus on promoting both unity and teamwork among participants and staff. Our staff prides itself on being qualified to provide continual assistance.
10. Encourage residents/clients to sustain relationships with professionals, recovery support service providers and allies.
11. Take appropriate action to stop intimidation, bullying, sexual harassment and/or otherwise threatening behavior of residents, clients, staff and visitors within the residence/organization. No physical violence or threats of violence are acceptable at any time.
12. We are receptive to individual grievances, whether they are from staff, volunteers, participants, and other community members. Take appropriate action to stop retribution, intimidation, or any negative consequences that could occur as the result of a grievance or complaint.
13. Provide consistent, fair practices for drug testing that promote the resident's/client's recovery and the health and safety of the recovery environment.
14. Provide an environment in which each resident's/client's recovery needs are the primary factors in all decision making. We do not take advantage of other's weaknesses.
15. Promote the residence/organization with marketing or advertising that is supported by accurate, open and honest claims.
16. Decline taking a primary role in the recovery plans of relatives, close friends, and/or business acquaintances.
17. Sustain transparency in operational and financial decisions. Managers and other staff should never conduct financial transactions to the detriment or exploitation of a resident/client. The organization shall utilize

sound business practices, including the establishment of related policies and the maintenance of an accounting system that fully documents all financial transactions, including those involving resident/client charges accrued, fees paid, and all deposits and withdrawals from residents'/clients' accounts.

18. Maintain clear personal and professional boundaries. Managers and other staff will not engage in romantic or sexual intimacies with the people utilizing recovery support services in the organization where the manager or other staff person is working. A manager or other staff person will not engage in romantic or sexual intimacies with an individual the manager or other staff person has provided recovery support services to for a period of 2 years after the recovery support service relationship has terminated. A manager or other staff person shall not provide recovery support services to anyone with whom they have had romantic or sexual intimacies in the past. Staff must be professional and take pride in assisting others while maintaining appropriate boundaries.
19. Operate within the residence's/organization's scope of service and within professional training and credentials. The organization shall abide by all federal, state and local laws.
20. Maintain an environment that promotes the peace and safety of the surrounding neighborhood and the community at large. Make your community better than it was when you arrived by maintaining all property (mowing, trimming, painting, etc.) and minimizing social disruptions, peace disturbances, or fighting with neighbors or residents/clients.
21. We value the assistance provided by the larger community and leverage all of their resources to achieve success. We avoid conflict with other recovery community organizations.
22. We remain current on the latest best practices, information and trends related to recovery so as to be prepared and anticipate our future.
23. We use all of our human, financial, and other related resources wisely so as to more effectively accomplish our own mission.
24. We conduct ourselves with humility and pride in accordance with our professional training and credentials.

The MCRSP Code of Ethics must be read and signed by all those associated with the operation of the recovery residence/organization: owners, operators, staff and volunteers.

Individuals subject to this code are obligated to report unethical practices known by them to MCRSP through its grievance policies and procedures. Failure to report a known ethical violation is a violation of this Code of Ethics.

By signing below, I affirm that I have read, understand and agree to abide by the MCRSP Code of Ethics.

Printed Name and Title

Signature

Date

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ADD ADDITIONAL SIGNATURE PAGES IF NECESSARY.