

**Missouri Credentialing Board
Certified Peer Specialist
Code of Ethics**



Introduction

This document is the foundation for standards which will enable the credentialed professional to measure the propriety of his or her conduct in dealing with peers, other professionals and other members of the community. All professionals credentialed by MCB are expected to thoroughly familiarize themselves with their Code of Ethics. The Board is committed to investigate and sanction those who fail to abide by its standards.

Note: All of the principles and ethical standards have been identified with a dual range of seriousness (except for a few that have only one option available). The intention of this guide is to assist the investigators and the Ethics Committee in applying an 'indication' of seriousness to the hearing panels so that a more standardized method of sanction can be used when applied. All agree that there may be "extenuating circumstances" that differentiate seriousness for violations, i.e., some violations may be a result of oversight or carelessness, when others are clearly intentional and without remorse. With any "SUBSTANTIATED VIOLATION", it is now an expectation that there will be an attached level of seriousness being suggested by the Investigators and the Committee. Those levels are;

S = Serious
VS = Very Serious
ES = Extremely Serious

Certified Peer Specialists (CPS) will maintain high standards of professional conduct and ethics as embodied in the statements below:

1. CPS will be guided by the principles of self-determination for all. The primary responsibility of peer support is to help individuals achieve their own needs, wants and goals. (S)
2. CPS will maintain high standards of personal conduct, modeling accountable relationships, and fostering wellness and self-care along with their own recovery. (VS/ES)
3. CPS will share with peers and colleagues their recovery stories and will likewise be able to identify and describe the supports that promote their own recovery. (S)
4. CPS will respect the privacy and confidentiality of private information shared by individuals utilizing peer support services or other related professional services at the organization. Unless necessary for supervision, required by law, or otherwise consented to by the individual personally, no confidential information will be revealed to anyone. (S/VS/ES)
5. CPS will at all times, respect the rights and dignity of those they serve. (S/VS)
6. CPS will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve. (S)
7. CPS will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. (VS/ES)

8. CPS will not engage in romantic or sexual intimacies with the people utilizing peer support services in the organization where the CPS is providing services. CPS will not engage in romantic or sexual intimacies with an individual the CPS has provided peer services to for a period of 5 years after the peer relationship has been terminated. CPS does not provide peer support services to anyone with whom they've had romantic or sexual intimacies in the past. (ES)
9. A CPS shall not initiate or cultivate a personal relationship once the professional peer relationship has ended with a former peer for a period of five years. This may include, but is not limited to: familial, social, romantic/sexual, financial, business or other types of close personal relationships with former peers. (VS/ES)
10. CPS will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, gender, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. (S/VS)
11. CPS will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals. (S/VS)
12. CPS will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. CPS will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. (S/VS)
13. CPS will strive to avoid dual relationships or commitments that conflict with the interests of those they serve. When a dual relationship or conflict can't be avoided, the CPS informs a supervisor of the relationship or conflict and strives to ensure the individual is not exploited in any way. (ES)
13. CPS will not exchange gifts of significant monetary value with those they serve. (S/VS/ES)
14. CPS will take responsibility for maintaining the integrity and quality of job performance. This includes using work time to the advantage of the peers and always giving the best effort on the job. (S/VS)
15. CPS will strive through words and actions to create a professional atmosphere in the work environment. CPS will use people first language and avoid stigmatizing language. CPS will not use derogatory language in their communications, whether written or verbal. CPS will avoid negative criticism of colleagues. (VS/ES)
16. CPS will fairly and accurately represent themselves and their capabilities to the peers and the community. (S/VS)
17. CPS will maintain a safe and healthy work environment. (S/VS)

18. CPS will provide services to meet the identified needs of the peers and avoid providing services that are unnecessary or not capable of producing the desired effect. (VS/ES)
19. CPS will not use illegal substances under any circumstance. CPS will not use a prescribed medication in a non-prescribed way and will only use over the counter medication for its intended use. (ES)
20. CPS will not use relationships with individuals utilizing peer support services for financial gain or put the individual at risk of exploitation or harm. (ES)
21. CPS shall report any felony or misdemeanor conviction to the Missouri Credentialing Board within 30 days of the date of conviction. (VS/ES)

Serious	Very Serious	Extremely Serious
Additional Education: Ethics, Counseling Techniques, specific drugs, other trainings Increased Supervision Reprimand Denial of Credential or Application Reading/Written Reports	Suspension of Credential Suspension of Application Additional Education: Ethics, Counseling Techniques, specific drugs, other trainings Referral for MH assessment Referral for Substance Use Disorder Assessment Denial of Credential/ Application Web Posting Agency Notification	Revocation for ____ time Suspension for ____ time Denial of future Credential/ Application Agency notification Web Posting Requires permission before applying for credential