

Recovery LIVE!

Ethics & Boundaries in Treatment & Recovery Support Services

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Speakers:

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SAMHSA
Substance Abuse and Mental Health
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Bringing Recovery Supports to Scale Technical Assistance Center Strategy

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Code of Ethics



Common Barriers to Ethical Practice

- Lack of knowledge

“I didn’t know that doing this assessment was outside my scope of practice.”

“I didn’t know that I couldn’t hire Mike to mow my lawn.”

- Lack of skill

“I didn’t know how to explain the nature of my role.”

- Different attitudes, beliefs, or values

“I think that my relationship with Mike should evolve into whatever the relationship develops into. It doesn’t matter that he’s a client in the program. I believe in treating everyone the same.”

Two Examples of Professional Ethical Standards

Ethical Principle: Competence

Ethical Standard:

Workers practice within their areas of competence and develop and enhance their professional expertise. They continually strive to increase their professional knowledge and skills and to apply them in practice.

Ethical Principle: Human dignity

Ethical Standard:

Workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. They promote clients' socially responsible self-determination and seek to enhance clients' capacity and opportunity to change and to address their own needs.

White, W. (1993). Critical Incidents: Ethical Issues in Substance Abuse Prevention and Treatment. Bloomington, IL: Lighthouse Training Institute.

NASW Code of Ethics <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

Code of Ethics for Nurses With Interpretive Statements

<https://www.nursingworld.org/coe-view-only>

Supporting Ethical Practice

Ethical practice is supported by:

- Organizational culture
- Ongoing training
- Supervision

How Supervisors Support Ethical Practice

A supervisor:

- Reviews relevant professional code of ethics and organizational code of conduct
- Helps a worker assess their ability to practice ethically by operating within their scope of practice and competency and by adhering to all ethical standards
- Supports ongoing education and exploration of the worker's competency
- Models ethical practices

Crall, Jennifer, "Ethical Behavior of Supervisors: Effects on Supervisee Experiences and Behavior" (2011). Theses and Dissertations. Paper 1182.

<https://preserve.lehigh.edu/cgi/viewcontent.cgi?article=2182&context=etd>

Organizational Leadership & Ethical Practice

- Develop an ethical environment in the organization
- Discuss ethical practice regularly with all staff
- Attend to ethical issues immediately
- Create learning opportunities for all staff when ethical issues arise
- Model ethical practice (especially supervisors and organizational leadership)

James, H. (2000). Reinforcing Ethical Decision Making through Organizational Structure. *Journal of Business Ethics*, 28(1), 43-58. Retrieved from <http://www.istor.org/stable/25074399>

JHoop J.G., DiPasquale, T. , Hernande,J.,z & Roberts, L. (2008) Ethics and culture in mental health care, *Ethics ad Behavior*, 18:4, 353-372, DOI: 10.1080/10508420701713048

Multidisciplinary Teams

Multidisciplinary, integrated teams include professionals who may follow different ethical principles or codes. For example:

- Addiction Profession Certification Board expects Certified Peer Recovery Specialists to adhere to its [Ethical Standards](#)¹(substance use)
- International Association of Peer Supporters (formerly known as National Association of Peer Specialists) espoused the [National Ethical Guidelines and Practice Standards](#)²(mental health)
- National Association of Social Workers expects social workers to adhere to [NASW's Code of Ethics](#)³

¹Addiction Profession Certification Board Ethical Standards <https://certbd.org/ethical-standards/>

²National Ethical Guidelines and Practice Standards <https://na4ps.files.wordpress.com/2012/09/nationalguidelines1.pdf>

³NASW Code of Ethics <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

Sharing Lived Experience

- Relates their own recovery stories, and with permission, the recovery stories of others' to inspire hope
- Discusses ongoing personal efforts to enhance health, wellness, and recovery
- Recognizes when to share experiences and when to listen
- Describes personal recovery practices and helps peers discover recovery practices that work for them

Core Competencies for Peer Workers in Behavioral Health Services

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies_508_12_13_18.pdf

Multidisciplinary Teams

- The use of lived experience is not equally leveraged on all teams
- Importance of developing positive and respectful working relationships among and across multidisciplinary staff members to improve outcomes

Chapman, S., Blash, L., and Chan, K. (2015). The Peer Provider Workforce in Behavioral Health: A Landscape Analysis. San Francisco, CA: UCSF Health Workforce Research Center on Long-Term Care.

https://healthworkforce.ucsf.edu/sites/healthworkforce.ucsf.edu/files/Report-Peer_Provider_Workforce_in_Behavioral_Health-A_Landscape_Analysis.pdf

Considerations

- Peer recovery support relationships may last a long time
- Peer recovery support relationships may involve power differentials, varying core functions, and multiple levels of accountability
- Peer recovery support services vary
- Peer recovery support services may be an *adjunct* to addiction treatment or an *alternative* to treatment

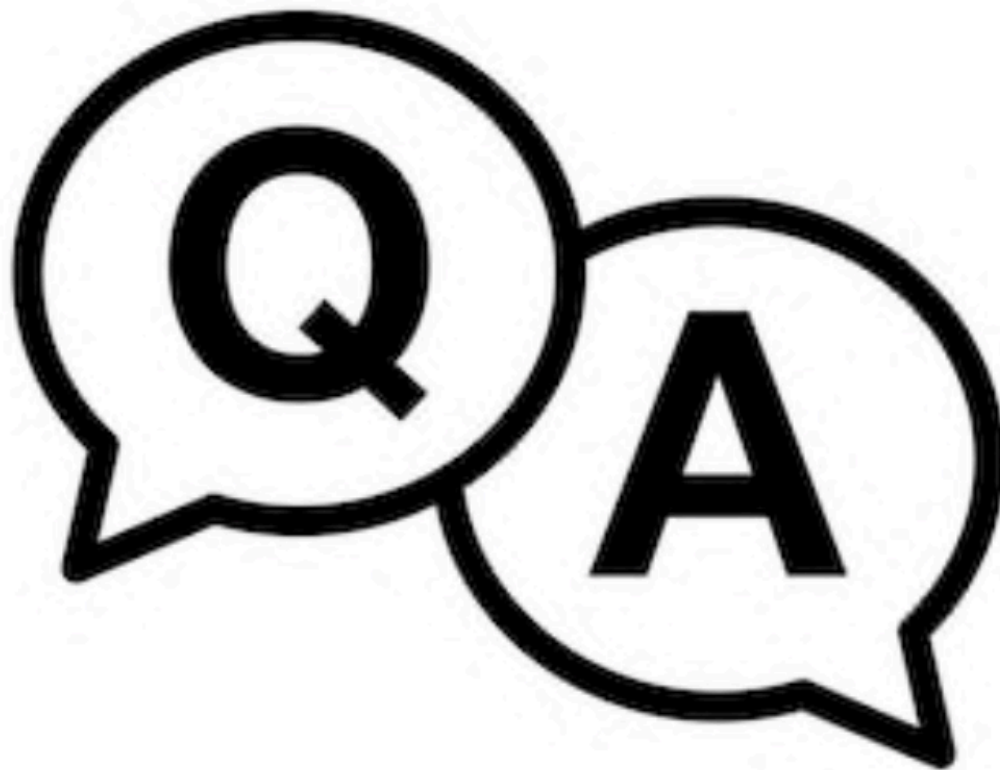
Center for Substance Abuse Treatment, What are Peer Recovery Support Services? HHS Publication No. (SMA) 09-4454. Rockville, MD: Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services, 2009. <https://store.samhsa.gov/system/files/sma09-4454.pdf>

Scenario

Maya, a certified peer specialist, has many excellent qualities. During a break at an off-site training, she tells you, her supervisor, that she passionately believes that Alcoholics Anonymous is the **only** way that anyone can achieve long-term recovery, and she expresses disdain for other mutual aid groups.

How do you respond?

Discussion



For Further Reading

Core Competencies for Peer Workers in Behavioral Health Services

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies_508_12_13_18.pdf

Supervision of Peer Workers (SOPW) TA Resource

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/brss-209_supervision_of_peer_workers_overview_cp6.pdf

SOPW Slide Deck

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-4-ppt-cp5.pdf

SOPW Slide Deck with Trainer Notes

https://www.samhsa.gov/sites/default/files/guidelines_peer-supervision_ppt_withpresenternotes_cp2.pdf

For Further Reading

SOPW One-Page Self-Assessment Tool for Supervisors

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-2-self-assessment-cp9.pdf

SOPW Resources

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-3-resources-cp4.pdf

Ethics and Boundaries in Peer Support Services (October 2017)

<https://www.youtube.com/watch?v=A-7rmYrzG8s>

Contact BRSS TACS

- To learn more about BRSS TACS or to ask our presenters follow-up questions, please email recoverylive@c4innovates.com
- To request technical assistance, please use the online request form at <https://www.samhsa.gov/brss-tacs/technical-assistance-form>

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