

Code of Ethics

The staff members of IndependenceFirst understand and support the mission of IndependenceFirst. As a staff member, I agree to act in a manner that is legal, ethical and moral. To that effect I agree to abide by and uphold the following Code of Ethics.

The primary obligation of the IndependenceFirst staff is to their consumer(s). During interactions with consumers staff will:

1. Respect each individual's integrity and freedom of choice. Remember that every individual has his/ her own value system and freedom of choice in lifestyles and opinions.
2. Be respectful of the personal details and responsibilities inherent in their working relationships. Staff will maintain the confidentiality of privileged information at all times and respect the privacy of the consumer(s).
3. Not engage in any behavior that puts the consumer's health and well being at risk, including but not limited to sexual contact, serving consumers with which they have had previous sexual or intimate contact, as well as, sexual, physical, emotional and financial abuses.***
4. Not have any type of financial exchange with consumers, including but not limited to accepting money for services, giving or loaning money to consumers.

5. Not use their relationship with consumers to meet their own personal needs and will place the consumer's interest above their own. They will make it clear to consumers the purpose, goals and limitations of the staff/consumer relationship and will not act in ways that exploit the trust and dependency of the consumers they serve.

6. Not engage in conduct that constitutes a conflict of interest or that will adversely reflect on the agency. Every attempt will be made to resolve conflicts in a manner that will not adversely affect the service delivery to the consumer.

7. Not accept gifts of value from a consumer. Gifts should be declined unless declining will negatively affect the staff/consumer relationship, in this case the gift should be turned over to Independence *First*.

8. Report any staff that violates this Code of Ethics to immediate supervisor and/or Director of Human Resources.

***Report any abuse of consumers by staff members to your immediate supervisor and/or Director of Human Resources. Assist consumers, who are being abused by non-staff members in locating community resources. Report abuse of a vulnerable adult to Adult Protective Services.

Staff Signature

Date

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