

**NORTH COUNTRY COMMUNITY MENTAL HEALTH
NORTHERN AFFILIATION
ADMINISTRATIVE MANUAL**

Code of Ethics Policy

PURPOSE

Employees of North Country Community Mental Health are dedicated to providing the expert delivery of a comprehensive array of services and community education to positively impact the mental wellness of the community. Employees and those served recognize diversity in our community and embrace a cross-cultural approach in support of the worth, dignity, potential and uniqueness of each individual. This Code of Ethics allows North Country Community Mental Health to clarify to providers, and those served, the ethical responsibilities for which the Agency and providers will be held accountable.

APPLICATION

This Code of Ethics defines the ethical behavior of Providers and the Agency as a whole. All Providers are required to adhere to this **Code of Ethics** as well as their existing professional discipline's code and pertinent laws and statutes.

ETHICAL STANDARDS

1. **The principle of beneficence.** Promote good; do the right thing; enhance welfare.
2. **The principle of non-maleficance.** Do no harm. Do not exploit one's position of power or influence for personal gain or gratification. Do not condone or engage in any dual or multiple relationships in which there is a risk of exploitation of or potential harm to another.
3. **The principle of autonomy.** Focus on the centrality of the individual receiving services. Promote and support consumer rights to choice and self-determination.
4. **The principle of fairness and justice.** Distribute resources equitably. Perpetuate individual and civil and human rights, including rights to privacy, dignity, confidentiality and choice. Confront discrimination and stigma.
5. **The principle of veracity.** Provide accurate and clear information regarding the extent and nature of the services available to consumers. Keep promises and agreements. Maintain personal and professional integrity.
6. **The principle of informed consent.** Provide information about options, risks, and potential consequences of choices regarding treatment, supports and services.
7. **The principle of privacy and confidentiality.** Respect individuals' rights to control information about themselves. Adherence to Policies and Procedures on Rights of Service Recipients and Recipient Rights System of the Michigan Mental Health Code and HIPAA laws.
8. **The principle of mandatory reporting.** Staff will comply with all mandatory reporting statutes and laws pertinent to client care treatment.
9. **The principle of honesty in billing services.** Individuals are charged only for services actually provided, which are summarized on an itemized list including dates of services. Individuals receive full disclosure regarding the source of reimbursement for their care.
10. **The principle of competence.** Ensure personal and professional competence of staff in accordance with job duties and agency policies and procedures regarding maintaining skills and competencies. Continue to develop skills and knowledge and apply them to work activities.
11. **The principle of consultation.** Seek advice and counsel of colleagues and supervisors whenever such consultation is indicated to ensure that actions being taken are in the best interest of the consumer.

RULES OF CONDUCT

1. Do not exploit one's position for personal gain or gratification.
2. Do not intentionally physically, verbally, or emotionally abuse a person to whom you provide mental health or support services.
3. Do not have sex with or engage in intimate touch with a person to whom you provide mental health or support services.
4. Do not use drugs with, provide drugs to, or purchase drugs from a person to whom you provide mental health or support services.
5. Do not allow personal problems, psychosocial distress, substance abuse, or health difficulties to interfere with professional judgment and performance or jeopardize the best interest of the consumer.

Any staff member failing to comply with the provisions of the Code of Ethics is subject to disciplinary action including termination of employment.