

MRCCB CODE OF ETHICAL CONDUCT

PREAMBLE

The Maine Peer Recovery Coach Certification Board (referred to herein as "the Board" or "MRCCB") provides voluntary registration and certification for peer recovery coaching services in Maine as a way of assuring competence to recoverees, to the public and to employers. MRCCB is dedicated to the principle that individuals in the field of recovery support services must ensure their behavior meets the highest standards of ethical practice. To that end, the MRCCB has adopted this Code of Ethical Conduct (referred to herein as "the Code"), to be applied to all peer recovery coaches registered/certified by or seeking registration/certification by the Board. All Individuals are subject to the Code and the MRCCB Code of Ethical Conduct – Disciplinary Procedures from the date of application for any MRCCB credential. The Code exists, in part, for the protection of recoverees and to maintain the integrity and professionalism of the field.

The Code is divided into two sections: (1) a Glossary of key terms used in the Code; and (2) the MRCCB Code of Ethical Conduct, which set forth the standards which professionals are required to observe and discussions of selected standards. A separate document, *the MRCCB Code of Ethical Conduct - Disciplinary Procedures (referred to herein as "Disciplinary Procedures")*, will be used by the Board to direct investigating alleged violations of the Code. The Board is committed to investigate and sanction those who breach this Code. Registered and Certified Peer Recovery Coaches are, therefore, encouraged to thoroughly familiarize themselves with the Code and to guide their behavior according to the Rules set forth below.

GLOSSARY

Appeals Committee

A committee of members of the Board of Directors of the MRCCB appointed to hear any appeal provided for hereunder.

Registered or Certified Recovery Coach

A person who holds a MRCCB credential classification.

Recoveree

Any person(s) who, either currently or within the past five years, has received or is receiving services from a Registered and Certified Peer Recovery Coach, either individually or in the coaches' treatment context/setting.

Complainant

A person(s) who files a complaint with the Board against a Registered and Certified Peer Recovery Coach under the Board's jurisdiction.

Ethics

A standard of behavior by which Registered and Certified Peer Recovery Coaches must abide, including but not limited to the standards provided herein.

Ethics Committee

A MRCCB standing committee charged with the responsibility to review, investigate and sanction as determined appropriate to those who breach the Code. The committee is comprised of MRCCB board members and/or its designees.

Hearing Panel

A panel comprised of MRCCB Ethics Committee members with a responsibility to hear and make recommendations in accordance with the Code.

Hearing Officer

(A person) The MRCCB Ethics Committee Chairperson or Co-Chairperson who presides over an ethics hearing.

Plagiarism

An act of appropriating the language, ideas, or thoughts from another person and representing them as one's own original work.

Public Reprimand

A sanction that is a formal, written, published reproof or warning to a Respondent who the Ethics Committee has determined to have breached the Code.

Respondent

A Registered or Certified Peer Recovery Coach against whom an ethical complaint has been filed.

Revocation

A sanction resulting in the complete and permanent forfeiture of MRCCB certification.

Scope of Services

The range of coaching services deemed appropriate and necessary for an individual recoveree. Such services may include but are not limited to prevention, establishing community connections, setting goals, providing information and reducing barriers to local resources.

Suspension

A sanction resulting in the temporary forfeiture of MRCCB certification for a period of time to be determined by the MRCCB Ethics Committee.

Written Caution

The least restrictive disciplinary action that a Respondent may receive due to breaching the Code. This sanction is a formal, private, non-publicized letter of warning to the Respondent that cautions the Respondent against certain conduct or behavior.

The following Code of Ethics, adopted by the Board, set forth the minimum standards of conduct which all Registered and Certified Peer Recovery Coaches are expected to honor. Failure to comply with an obligation or prohibition set forth in the rules may result in disciplinary action by the Board.

Maine Peer Recovery Coach Code of Ethics

As a Peer Recovery Coach:

1. I treat others with dignity, kindness, and respect.
2. I respect self-determination and the right of others to make their own decisions and choices in relation to their lives.
3. I honor and respect multiple pathways of recovery.
4. My primary obligation and responsibility is my own recovery. For me this means:
5. I shall model wellness and recovery and develop a support team and resources to stay in recovery.
6. I shall practice self-care and seek support for any substance use disorder, psychiatric or psychological impairment, emotional distress, or for other physical health that interferes with my recovery and the ability to provide peer to peer support.
7. I shall refrain from misusing substances that impair performance and judgment in my everyday life and performing my peer support duties.
8. I shall not use any illicit substances or any prescribed psychoactive medications in a manner is not its intended use to an extent that impairs my ability to safely and competently provide peer support services.
9. I shall take adequate steps to address any possible impairment to my physical, mental, or emotional health that may interfere with my performance as a Peer Recovery Coach through appropriate channels such as my employer, organization, regulatory bodies, Maine Peer Recovery Certification Board, and/or other professional associations.

10. I walk alongside others as an equal. In the interest in empowering individuals, I will not do for them what they are readily able to accomplish on their own.
11. I represent my role honestly and refer to other services and resources when encountering a need or situation outside my scope of role as a Certified Peer Recovery Coach and skillset.
12. I strive to be aware of, appreciative, and sensitive to differences among people and cultural groups. I will not discriminate in respect to race, ethnicity, gender identity, age, national origin, sexual orientation, religion, marital status, political belief, language, socioeconomic status, genetic information, medical diagnosis, or disability.
13. I avoid conflicts of interest and report any real or potential conflict that may interfere with my ability to act in the best interest of those that I serve. I will remove myself from any real or perceived conflict of interest.
14. I do not accept gifts of significant value from people that I serve. Any gifts that I do accept will be reported to my supervisor. I do not lend to, or borrow from, those that I serve.
15. I avoid dual relationships when possible and maintain appropriate boundaries with recoverees. I do not engage in any personal, emotional, sexual, or financial relationships with those that I serve. I will wait at least a year after the peer-to-peer relationship is terminated before establishing a social relationship with a recoveree.
16. I do not harass others, which includes, but is not limited to, sexual advances, sexual solicitation, requests for sexual favors, and other verbal, written, electronic, or physical contact of a sexual or offensive nature. Harassment does not have to be of a sexual nature and it can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.
17. I respect the privacy of those I serve and protect the confidentiality of information as required by the law.
18. I advocate to reduce stigma and promote recovery resources for individuals, the community and society.
19. I put a positive face and voice on recovery from alcohol, substances, and other addictions.
20. I improve my recovery service knowledge and skills through ongoing education, training, and supervision.
21. I seek supervisory guidance with problematic situations when they arise.
22. I refrain from coaching without supervision in affiliation with a recovery community organization, or recognized agency.
23. I keep my commitments to my recovery community, organization, or agency.
24. I shall not discontinue services to a recoveree nor shall I abandon a recoveree without facilitating an appropriate plan.
25. I work toward the maintenance and promotion of high standards of practice for Peer Recovery Coaches.
26. I support the Faces and Voices of [Recovery Bill of Rights](#) for each person that I serve.

COOPERATION WITH THE BOARD

Rule 1.1

A Registered or Certified Peer Recovery Coach shall cooperate in any investigation conducted pursuant to the Code and shall not interfere with an investigation or a disciplinary proceeding or attempt to prevent a disciplinary proceeding or other legal action from being filed, prosecuted, or completed. Interference attempts may include but are not limited to:

1. the willful misrepresentation of facts before the disciplining authority or its authorized representative;
2. the use of threats or harassment against, or an inducement to, any recoveree or witness in an effort to prevent them from providing evidence in a disciplinary proceeding or any other legal action;
3. the use of threats or harassment against, or an inducement to, any person in an effort to prevent or attempt to prevent a disciplinary proceeding or other legal action from being filed, prosecuted or completed;
4. refusing to accept and/or respond to a letter of complaint, allowing a credential to lapse while an ethics complaint is pending, or attempting to resign a credential while an ethics complaint is pending. Violation of this rule under these circumstances will result in the immediate and indefinite suspension of the Registered or Certified Peer Recovery Coaches' credential until the ethical complaint is resolved.

Rule 1.2

A Registered or Certified Peer Recovery Coach shall:

1. not knowingly make a false or misleading statement to the Board, the State of Maine, or any other disciplinary authority;
2. promptly alert colleagues informally to potentially unethical behavior so said colleague could take corrective action;
3. report violations of professional conduct of other certified professionals to the appropriate licensing/disciplinary authority when he/she knows or should have known that another Registered and Certified Peer Recovery Coach has violated ethical standards and has failed to take corrective action after informal intervention.

Rule 1.3

A Registered or Certified Peer Recovery Coach shall report any uncorrected violation of the Code within 90 days of an alleged violation. Failure to report a violation may be grounds for discipline.

Rule 1.4

A Registered and Certified Peer Recovery Coach with firsthand knowledge of the actions of a respondent or a complainant shall cooperate with the Board investigation or disciplinary proceeding. Failure or an unwillingness to cooperate in the Board investigation or disciplinary proceeding shall be grounds for disciplinary action.

Rule 1.5

A registered or certified peer recovery coach shall not file a complaint or provide information to the Board, which he/she knows or should have known, is false or misleading.

Rule 1.6

In submitting information to the Board, a certified professional shall comply with any requirements pertaining to the disclosure of client information established by the federal or state government.

MODIFICATION OF CODE OF ETHICAL CONDUCT/DISCIPLINARY PROCEDURES

Rule 2.1

The Board reserves the right to amend and modify the **Code of Ethical Conduct** and the **Code of Ethical Conduct – Disciplinary Procedures**. When changes are made, all certified professionals will be notified of all changes made and when changes become effective.

