**CODE OF CONDUCT**

As a direct support provider, I shall promote person-centered supports, integrity and responsibility, confidentiality, relationships, equity, self-determination, and promote physical and emotional well-being for the people I serve. Furthermore, as a direct support provider, I shall:

1. Commit to person-centered supports as best practice.
2. Focus first on the person and understand that my role as a provider will require flexibility, creativity, and commitment.
3. Recognize that each person is capable of directing their own life, and assist them in doing so.
4. Honor the personality, preferences, culture, and gifts of people who cannot speak by seeking other ways of understanding them.
5. Understand and respect the values of the people I support and facilitate their expression of choices related to those values.
6. Respect the human dignity and uniqueness of the people I support.
7. Recognize each person I support as valuable, and promote their value to our communities.
8. Seek to understand the people I support in the context of their personal history, social and family networks, culture, and hopes and dreams for the future.
9. Honor the choices, preferences, abilities, and opinions of the people I support.
10. Promote the emotional, physical, and personal well-being of the people I support.
11. Be vigilant in identifying and reporting any situation in which the people I support are at risk of abuse, neglect, exploitation, or harm.
12. Address challenging behaviors proactively and respectfully.
13. Develop a respectful relationship with the people I support that is based on mutual trust and maintains professional boundaries.
14. Facilitate the expression and understanding of one’s rights and responsibilities with the people I support.
15. Affirm the human and civil rights and responsibilities of the people I support.
16. Assist the people I support to access opportunities and resources of the community that are available to everyone.
17. Protect the privacy of the people I support.
18. Assist the people I support to develop and maintain relationships.
19. Safeguard and respect the confidentiality and privacy of the people I support, recognizing that confidentiality agreements are subject to laws and regulations at the federal and state levels.
20. Separate my personal beliefs and expectations, and support people based on their personal preferences.
21. Be aware of my own values and how they influence my professional decisions.
22. Assume responsibility and accountability for my decisions and actions.
23. Actively seek advice and guidance on ethical issues from others, as needed, to inform ethical decision-making.
24. Recognize the importance of modeling valued behaviors to co-workers, people I support, and the community at-large.
25. Practice responsible work habits.

*I verify that I will adhere to the code of conduct listed above. I assure that any staff member I employ will also adhere to the code of conduct.*

Provider Name:

Provider Signature:

Date:

***Code of Conduct adapted from the National Alliance for Direct Support Professionals Code of Ethics***