



An Ethical Framework for Peer Supervision Professionals (PSP)

Following are the ethical standards that ASAP-NYCB certified individuals are expected to uphold in their practice as Peer Supervision Professionals

Recovery Orientation

- Obligation to support/embrace a recovery-orientation & values in an organization or practice.
- Responsibility to promote optimal working conditions for peer professionals.

Commitment to Developing Professional Peer Knowledge, Skills and Values

- Responsibility to know and have a deep understanding of core competencies of peers.
- Duty to help develop peers through modeling professionalism, good work habits and professional best practices, and a commitment to structured learning experiences.
- Embrace challenges experienced by peers as learning opportunities to help them grow professionally.
- Commitment to providing a venue/work setting that supports the peer’s professional development.

Commitment to Supportive Supervision

- Obligation to be available and to support peers under their supervision.
- Implement strengths-based supervision as a collaborative process between the peer and supervisor.
- Observe appropriate confidentiality of the supervisory relationship and related supervisory interactions with peers.

Embracing and Modeling Ethical Behavior and Practices

- Acknowledge responsibility to know the general provisions of the peer’s professional code of ethical conduct.
- Commitment to respectful, culturally competent, and non-discriminatory engagement with individuals in supervision.
- Understand that different professions operate under different codes of ethical conduct; and that peers are expected to adhere to both their own ethical standards and those that apply in the service environment.
- Recognize and guide peers in resolving differences between boundary issues and ethical violations.
- Responsibility to bring known or reported unethical behavior of supervisees to the relevant authorities.
- Obligation to avoid using professional relationships for personal or financial gain.

Professional Responsibility

- Obligation to conduct themselves with dignity and maintain integrity in their personal and professional relationships and activities.
- Obligation to monitor one’s own performance for potential physical, emotional, or psychological impairment, and take appropriate remedial action when required.
- Commitment to practice within the boundaries of the role when engaged in peer supervision.
- Pledge to engage in continuing education and professional development opportunities to maintain and enhance knowledge of new developments within the peer supervision profession.
- Obligation to avoid dual-relationships and to flag potential for conflicts-of-interest as they arise.
- Obligation to refrain from engaging in romantic/sexual relationships with peers under the professional’s supervision.

The ASAP-NYCB Board of Directors 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.