



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.