

## **Code of Ethics for Certified Peer Support Providers in Vermont**

The purpose of this Code of Ethics is to promote ethical practice, protect the rights of individuals, and uphold certified peer support provider standards. It serves as a compass, guiding Certified Peer Support Providers in Vermont in our pursuit of ethical practice, integrity, and accountability. In agreeing to abide by the Code of Ethics, we are committing to uphold the values and standards that promote the welfare, dignity and rights of all to foster a culture of trust, respect, and accountability.

1. **Respect and Uphold Peer Support Values:** Certified peer support providers understand and embrace the values of the peer support movement, including respect for individuals' autonomy, non-judgment, and the importance of self-determination. We acknowledge the history of peer support and the relevance of human rights and social justice issues in our practice.
2. **Lived Experience and Mutuality:** Certified peer support providers share personal stories thoughtfully and selectively, ensuring that it is useful and relevant to the relationship. We bring our lived experience into the conversation, along with the skills and tools we have acquired, fostering meaningful connections. We aspire to inspire and support others through mutual understanding.
3. **Self and Other Awareness:** Certified peer support providers continually cultivate self-awareness through introspection and self-reflection. We communicate our own discomfort and needs openly while remaining attuned to the discomfort and needs of others. We maintain a multi-dimensional awareness that includes ourselves, others, and the evolving relationship dynamics.
4. **Establish and Respect Boundaries:** Certified peer support providers encourage open discussions about personal needs and boundaries. We recognize and clarify our own limits and encourage others to explore their boundaries. We understand that boundaries can be physical, emotional, sexual, verbal, or energetic. We negotiate boundaries respectfully and in alignment with the values and needs of all involved parties.
5. **Conflicts of Interest:** Certified peer support providers are aware that our position can influence the individuals with whom we provide peer support. We do not exploit the trust and/or dependency of such individuals. We make every effort to avoid dual relationships or commitments that could impair judgment, increase the risk of exploitation or create conflict with the interests of individuals we support. We disclose and discuss dual relationships that cannot be avoided. We do not engage in sexual/intimate/romantic activities within a formal peer support role.
6. **Confidentiality and Consent:** Certified peer support providers treat all information shared by individuals with the utmost confidentiality, unless legally required to disclose. We

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explicitly seek consent before sharing any personal information or experiences of the individual they support, ensuring privacy and autonomy.

7. **Scope of Practice:** Certified peer support providers perform peer support only within our scope of practice, which includes our lived experience, training, expertise, and competence. We meet and comply with all the terms, conditions or limitations of their certification.
8. **Non-Discrimination and Inclusivity:** Certified peer support providers embrace diversity and inclusivity, valuing individuals from all backgrounds and with varying identities. We are committed to promoting anti-oppressive practices, combating discrimination, and creating a safe and inclusive space for all individuals seeking support.
9. **Continuous Learning:** Certified peer support providers commit to ongoing learning, staying updated with best practices, and enhancing our knowledge and skills in the field of peer support. We actively engage in self-education and co-learning, attend relevant training, and stay informed about emerging research and developments.
10. **Ethical Responsibility:** Certified peer support providers recognize and uphold our ethical responsibilities towards the individuals we support, the practice of peer support, and the wider community. We are truthful and principled in our dealings with others. We engage in regular supervision or consultation and seek guidance when facing ethical dilemmas.

**ATTESTATION:**

I affirm that I have read, understand, and will abide by the Code of Ethics for Certified Peer Support Providers in the State of Vermont.

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Date: \_\_\_\_\_