

## The Hayes & Associates Ethics Pledge:

A respectable and ethical interventionist/treatment provider is there to guide the patient and their family through the treatment process and provide support the entire way. He or she should teach the family how to set appropriate boundaries and maintain them before, during, and especially after an intervention or recognition of a behavioral health issue. Intervention and treatment are parts of the process, not individual events.

An ethical and respectable interventionist/treatment provider will stand by the patient and his or her family's side throughout the entire process and under no circumstances should ever benefit financially from the patient's treatment provider at any point during the process. While this may not yet be illegal, it is profoundly unethical. Whether they are called marketing fees, referral fees, affiliate compensation, or anything similar, they are indeed nothing more than kickbacks and ultimately muddy the ethical waters we have all fought so hard to protect.

There are countless intervention and treatment professionals out there, and we must keep in mind that all treatment decisions motivated by financial gain are potentially life-threatening, unethical, and illegal under several circumstances. By signing the Hayes & Associates Ethics Pledge, you are committing to the following:

*As a respectable and credible interventionist/behavioral health professional, I commit to upholding the ethics of our industry, the treatment community, and the families we serve, by pledging to never benefit financially from a patient in the form of unethical compensation. I acknowledge that accepting financial compensation (referral fees, marketing fees, or kickbacks) from referents is not only unethical, illegal under several circumstances, and highly suspect in the eyes of the federal government, but it also poses a threat to the patient's and their family's optimal treatment when financial compensation becomes a factor in determining a patient's best course of treatment. If I am to benefit financially in the form of referral fees, marketing fees, kickbacks, and the like, I will let the patient and family know in writing before recommending the provider or facility that is compensating me. I acknowledge that withholding financial compensation disclosures from a patient or family is unethical, and I will do my part to make sure the industry is ethically sound by pledging to be ethical, respectable, and a true agent for industry reform.*

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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

Address: \_\_\_\_\_

\_\_\_\_\_

Email: \_\_\_\_\_



Please email completed form to [adam@Heatherhayes.com](mailto:adam@Heatherhayes.com) or  
Fax the completed form to 888.568.2717.