

# New Mexico Certified Peer Support Worker

## Code of Ethics

The Code of Ethics set forth for Certified Peer Support Workers (CPSW) encompasses the following Standards and Principles:

### Competence

- 1) The Certified Peer Support Worker shall provide competent professional service to all in keeping with the standards of the CPSW training. Competent professional services require:
  - a. Thorough knowledge of peer support work, including;
  - b. Keeping current with emerging knowledge relevant to the recovery belief
  - c. Skills in assisting individuals with developing their recovery plan;
  - d. Willingness to maintain current and relevant knowledge through ongoing professional education at least to the requirements for re-certification criteria

### Standards

1. The Certified Peer Support Worker shall assess personal competence, recognize personal boundaries and limitations and not offer services that exceed his/her skill or training level.
2. The Certified Peer Support Worker shall maintain the highest professional standards and:
  - a. Shall not claim either directly or by implication, professional knowledge, qualifications, or affiliations they do not possess;
  - b. The Certified Peer Support Worker will acknowledge their limits to knowledge when discussing areas outside the expertise of the field of wellness, like prescribing medications or making diagnoses.
  - c. The Certified Peer Support Worker shall make every effort to speak in simple terms, use people first language, and avoid clinical jargon.
  - d. The Certified Peer Support Worker will strive to break down concepts like recovery and trauma, for individuals that are not familiar with recovery language.
  - e. The Certified Peer Support Worker will strive to understand variables that impact relationships with those utilizing peer support services and to be trauma informed.
  - f. The Peer Support Worker will conduct themselves in a manner that fosters their own recovery.
  - g. The Peer Support Worker will maintain high standards of personal conduct, model accountable relationships, and will foster their own recovery.

## **Non-Discrimination**

1. The Certified Peer Support Worker shall not participate in discrimination on the basis of race, religion, age, gender, gender identity, national ancestry, sexual orientation, socioeconomic status, marital status, political belief, HIV/AIDS status, or physical/mental disability.
2. The Certified Peer Support Worker shall broaden his/her understanding and acceptance of cultural and individual differences, in order to render services and provide information sensitive to those differences.
3. The Certified Peer Support Worker will respect the dignity and worth of all people
4. The Certified Peer Support Worker will value diversity and not practice, condone, facilitate or collaborate in any form of discrimination.

## **Confidentiality**

1. The Certified Peer Support Worker shall possess knowledge of and comply with HIPAA, CFR42, and all applicable state and federal guidelines, statutes, and agency policies regarding confidentiality.
  - a. The Certified Peer Support Worker will respect the privacy and confidentiality of private information shared by people utilizing peer support services or other related professional services at the organization. Unless necessary for supervision, required by law, or otherwise consented to by the individual personally, no confidential information will be revealed to anyone.

## **Advocacy**

1. The Certified Peer Support worker shall advocate for consistent health promotion and awareness messages to the general public.
2. The Certified Peer Support Worker shall provide factual, and current information to the individuals they serve.
3. The Certified Peer Support Worker shall advocate for public policy that helps strengthen the overall health and wellbeing of the community he/she serves.
4. The Certified Peer Support Worker will facilitate self-determination for peers utilizing peer support services. They will encourage and nurture peers to find their own voice. They will advocate for the right of all people to make their own decisions in all matters when dealing with other professionals, promoting concepts of shared decision making.
5. The Certified Peer Support Worker will advocate for the full integration of individuals into their chosen community living environment.
6. The Certified Peer Support Worker will be directed by the knowledge that all individuals have a right to live in the least restrictive and most inclusive setting possible.

## Integrity

1. The Certified Peer Support Worker shall not misrepresent directly or by implication his/her credential, qualifications, or affiliations.
2. The Certified Peer Support Worker shall not knowingly make any false statement to the licensing/credentialing board or disciplinary authority.
3. The Certified Peer Support Worker shall not practice under a false name or a name other than the name under which his/her credential is held.
4. The Certified Peer Support Worker shall promptly alert a colleague to potentially unethical behavior
5. The Certified Peer Support Worker shall report violations of professional conduct by other Certified Peer Support Workers.
  - a) Any suspected misconduct by a CPSW shall be subject to an investigation by the organization where the CPSW is employed according to their organization's established written protocols and/or licensure and certification requirements, or as a potential ethical violation described by the CPSW professional code of ethics.
  - b) Investigations of reported or suspected CPSW misconduct that result in a finding and action taken by the employing organization must be reported to the OPRE BHSD, and NMCBBHP within thirty (30) days of the determination.
6. The Certified Peer Support Worker will not use relationships with people utilizing peer support service relationships to financial gain or put the other person at risk of exploitation or harm.
7. The Certified Peer Support Worker will never engage in romantic or sexual intimacies with the people utilizing peer support services. They do not provide peer support services to anyone with whom they've had romantic or sexual intimacies in the past.
8. The Certified Peer Support Worker will work to keep their environments physically and emotionally safe for others.
9. The Certified Peer Support Worker will never intimidate, threaten, harass, use undue influence, physical force, or verbal abuse, or make unwarranted promises of benefits to the people that utilize peer support services.
- 10. Above all, the Certified Peer Support Worker shall Do No Harm to the individuals they serve.**
  - a. The CPSW shall be respectful and non-exploitive of the people they serve.
  - b. The CPSW shall protect the individuals they serve from harm during the course of work.
  - c. The CPSW shall not knowingly place an individual in any activity or setting where such participation could cause harm to the individual or others.
  - d. The CPSW shall report any instance of abuse to appropriate authorities according to state and federal regulations (CFR42, part 2. 2A, 3).

Printed Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Statement of Understanding

I hereby apply for certification to the New Mexico Credentialing Board for Behavioral Health Professional. I understand that approval of my application depends upon my successfully completing the training as established by the Board, including submission of all required references and sitting for an examination if required. I also understand that for research and statistical purposes only, the data from this application may be used in a non-identifying manner.

I also affirm that I conform to the Certified Peer Support Worker Code of Ethics as described in the requirements for certifications.

I hereby authorize the New Mexico Credentialing Board for Behavioral Health Professionals, to make any inquiry of any agency, facility, or organization or individual for any and all additional information, which might be necessary to fully and properly evaluate my certification as Certified Peer Support Worker.

I hereby authorize the New Mexico Credentialing Board for Behavioral Health Professionals, to list my CPSW credential with my name and effective dates on the NMCBBHP Website.

I hereby release and hold harmless the New Mexico Credentialing Board for Behavioral Health Professionals, its Board of Executive Officers, its employees, servants, and agents from any and all manner of suits, actions, claims, and judgments which might arise from such efforts to further document the statements and claims I have made in this application or in the processing of consideration of same.

I further acknowledge, understand, and agree that any falsification or misrepresentation of information by me or others regarding my experience and/or qualifications will be sufficient reason for denial of my credential or for withdrawal of certification later.

Printed Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Note: For ALL current certified CPSW, please read, print and sign this new COE and mail a signed copy by Nov 18, 2019 to:

**NMCBBHP  
PO BOX 66405  
ALBUQUERQUE, NM 87193**

Or you can email a signed copy to [info@nmcbbhp.org](mailto:info@nmcbbhp.org)