

AASS Employee and Volunteer Code of Ethics Policy

African American Survivor Services values the relationships of its employees and volunteers to the persons, families, groups, communities they serve. As a nonprofit organization at the forefront of supporting persons in their challenges with mental health, recovery from substance use, housing, and life skills. AFRICAN AMERICAN SURVIVOR SERVICES's policy is to uphold the highest legal, ethical, and moral standards. Our donors and volunteers support AFRICAN AMERICAN SURVIVOR SERVICES because they trust us to be good stewards of their resources, and to uphold rigorous standards of conduct. Our reputation for integrity and excellence requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. In order to enhance the services provided, and reassure the public that its employees and volunteers will act properly when faced with ethical dilemmas, the following code of ethics has been adopted:

African American Survivor Services Employee and Volunteer Code of Ethics

African American Survivor Services Employees and Volunteers will avoid use of derogatory and stigmatizing language to describe the persons, families, groups and communities they serve.

African American Survivor Services Employees and Volunteers will support all pathways to recovery, including support for the health and wellness of people who use drugs and/or alcohol.

African American Survivor Services Employees and Volunteers will not deny services on the basis of age, gender, gender expression, race, ethnicity, national origin, sexual orientation, religion, marital status, political beliefs, language, and socioeconomic status.

African American Survivor Services Employees and Volunteers will not engage in sexual or intimate relationships with persons they have a direct service relationship with, and will not enter into a direct service relationship with persons they have had a prior sexual or intimate relationship with. 2 Employee and Volunteer Code of Ethics / 12-7-2022

African American Survivor Services Employees and Volunteers will maintain appropriate boundaries with the persons they serve, according to their official capacity and training provided.

African American Survivor Services Employees and Volunteers will not engage in inappropriate physical contact with persons they serve.

African American Survivor Services Employees and Volunteers will respect the privacy of those they serve and will abide by confidentiality as required by state and federal laws and agency policies.

African American Survivor Services Employees and Volunteers will not personally give, lend, borrow and/or accept gifts of significant value from persons they serve.

African American Survivor Services Employees and Volunteers shall be aware of the limits of their training and capabilities, and shall collaborate with other professionals and Recovery Support Specialists to best meet the needs of the person(s) served.

African American Survivor Services Employees and Volunteers will only provide service within the scope of their competence.

African American Survivor Services Employees and Volunteers will only work under supervision.

We, as AFRICAN AMERICAN SURVIVOR SERVICES professionals (staff and board members), dedicate ourselves to carrying out the mission of this organization. We will do the following:

1. Recognize that the chief function of AFRICAN AMERICAN SURVIVOR SERVICES at all times is to serve the best interests of our constituency.
2. Accept as a personal duty the responsibility to keep up-to-date on emerging issues and to conduct ourselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
3. Respect the structure and responsibilities of the board, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board.
4. Keep the community informed about issues affecting it.
5. Conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
6. Exercise whatever discretionary authority we have under the law to carry out the mission of the organization.
7. Serve with respect, concern, courtesy, and responsiveness in carrying out the organization's mission.
8. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our activities in order to inspire confidence and trust in our activities.

9. Avoid any interest or activity that is in conflict with the conduct of our official duties.
10. Respect and protect privileged information to which we have access in the course of our official duties.
11. Strive for personal and professional excellence and encourage the professional development of others.

In general, the use of good judgment based on high ethical principles will guide directors, officers, and employees with respect to lines of acceptable conduct. However, if a situation arises where it is difficult to determine the proper course of conduct, or where questions arise concerning the propriety of certain conduct by an individual or others, the matter should be brought to the attention of AFRICAN AMERICAN SURVIVOR SERVICES director, Ivan Nelson. Employees should contact their immediate supervisor and, if necessary, the director of human resources. Board members should raise any such concerns with the chair or the treasurer of AFRICAN AMERICAN SURVIVOR SERVICES 's board. In all questions involving ethics and conduct, the board will make relevant determinations, except that any individual whose conduct is at issue will not participate in such decisions.