Peer Ethics

Welcome and Introductions
Welcome

- Timothy Jeffries, Senior Policy Advisor, Bureau of Justice Assistance
- Elizabeth Burden, Technical Assistance Director, Altarum
- Erin Etwaroo, Analyst, Altarum
- Ruth Riddick, CARC-RCP
- Linda Sarage, M.Ed., M.A.
Guest Presenters

Ruth Riddick, CARC-RCP

Linda Sarage, M.Ed., M.A.
Foundation

IC&RC
http://www.internationalcredentialing.org
Promotes public protection by offering internationally-recognized credentials and examinations for prevention, substance use treatment, and recovery professionals.

Peer Recovery (PR) Certification

IC&RC
Member Boards by State (e.g. CCB)

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Peer Practitioners Are Professionals

- **Peer Recovery Profession:**
  - Education  
  - Ethics  
  - Board certification  
  - *practice-specific  
  - *profession-specific  
  - *role-specific

- **Purpose:**
  Building Recovery Capital through
  - Coaching & Purposeful Conversation
  - Sharing experience

- **Role Certifications in NYS:**
  - Certified Recovery Peer Advocate (CRPA) (Medicaid)
  - Certified Addiction Recovery Coach (CARC)
Peer Practitioner Role Competencies

The ICRC Peer Recovery (PR) certification in NYS CERTIFIED RECOVERY PEER ADVOCATE ROLE KNOWLEDGE | SKILLS | ABILITIES

The International Certification & Recovery Community (ICRC) Peer Recovery (PR) certification is a certification for peer practitioners who work with individuals who are in recovery from addiction. The certification is recognized by the New York State Office of Addiction Services and Supports (OASAS) and is awarded by the ICRC. The certification is available in both online and in-person formats.

Domain 1: Advocacy
1. Demonstrate knowledge of the role of the peer advocate.
2. Identify and analyze the strengths and needs of clients.
3. Develop and implement strategies for client engagement.
4. Advocate for clients' rights and needs.
5. Communicate effectively with clients and other professionals.

Domain 2: Case Management
6. Develop and implement individualized care plans.
7. Monitor and evaluate client progress.
8. Collaborate with other professionals to support client needs.
9. Provide support and guidance to clients in their recovery journey.

Domain 3: Recovery Support
10. Provide support and guidance to clients in their recovery journey.
11. Develop and implement strategies for addressing client needs.
12. Collaborate with other professionals to support client needs.

Domain 4: Ethical Practice
14. Communicate effectively with clients and other professionals.
15. Identify and resolve ethical dilemmas.

Requirements for CRPA certification in NYS:
- at least 400 hours of direct practice experience
- completion of a 40-hour ethics training
- completion of a 40-hour supervision training

Training Opportunities in NYS:
- ICRC Peer Recovery Exam prep course
- OASAS Peer Recovery Exam prep course

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BJA's Comprehensive Opioid Abuse Program
Peer Practitioner Qualifications

CERTIFIED RECOVERY PEER ADVOCATE-Provisional
- 18+ years of age
- High School Diploma, GED or equivalent, or higher
- 30 hrs approved training (e.g. CCAR-Recovery Coach Academy) plus
  16 hrs peer ethics plus affirmation of NYCB Code of Ethical Conduct
- currently working or volunteering as a supervised peer advocate or
  seeking a job in OASAS licensed agencies/Medicaid-billable
- must upgrade to CRPA as soon as work experience completed
- valid for 24 months only; non-renewable

CERTIFIED RECOVERY PEER ADVOCATE
above personal details and training standards, PLUS:
- 500 hrs work experience at time of application (hours completed
  while CRPA-Provisional qualify); incl. 25 hours of supervision
- IC&RC exam passing grade (exam scheduled once CRPA approved)
- valid for 3 years only from date of issue; renewable
- continuing recovery-specific education credits required for renewal

$100 application fee for CRPA-Provisional and/or CRPA
$50 upgrade from CRPA-Provisional to CRPA
$80 exam fee, due at time of CRPA or upgrade application

Scholarship support may be available – see/apply: http://www.asapnys.org/ny-certification-board/

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Peer Practitioner Professional Ethics

New York Certification Board
Code of Ethical Conduct & Disciplinary Proceedings

NYCB CODE OF ETHICAL CONDUCT

Addendum

Commitment to Families
Empowerment and Self-Determination
Respect for Diversity
Professional Competence

Confidentiality/Privacy
Commitment to Partnership

Integrity
Responsibilities When Certified

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ASAP
New York Association of Addictions
Services and Resources
Peer Practitioner Ethical Considerations

1. Impacted Parties
2. Core Recovery Values
3. External Authorities

Ethical Decision Making
per William White

Peer/s Provider
Profession Public

Choice
Tolerance
Respect

Honesty
Gratitude
Authority
Fidelity

ASAP
New York Association of Addiction Services and Treatment

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BJA’s Comprehensive Opioid Abuse Program
Supporting Peer Practitioners

**Manager**
- Helps team understand performance goals and behaviors
- Schedules work hours and shifts
- Identifies and resolves workplace problems
- Assists in hiring/firing

**Mentor**
- Ensures that staff is properly trained for specific roles
- Provides feedback on performance
- Assists in resolving emergencies and other crises
- Proposes continuing professional development options
Peer Practitioners | Summary

• Professionals
  - Practice-specific education
  - Profession-specific ethics
  - Role-specific Board certification

• Transparent Practice:
  - Trans-systems competencies codified in standard knowledge, skills, abilities inventory

• Accountable Practice:
  - Governed by professional ethics and answerable to the certifying Board

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Ethical and Boundary Considerations for Peer Application Across Intercepts

Linda Sarage
Organizational Challenges for Peer Practitioners

- Police and Public Health Departments
- Hospital Emergency Departments
- Pregnant and Parenting
- Outpatient Treatment
- Peer Recovery Centers (RCOs)
- Harm Reduction Syringe Access

- Court
- Family
- Juvenile Court
- DCF
- Criminal Justice Jails, Prisons
- Reentry
- Veterans
- Community Health Centers
- Veterans
- Community Colleges
- Youth
- Elders
- Faith Based
- Communities of Comfort
- Primary Care
Organizational Culture

• Challenges in defining ethical guidelines for peers across intercepts

• Institutional groundwork to integrate peer support

• Defining your organization's recovery values

• Addressing bias and stigma
**Boundary Considerations and Supervision**

- Specialized training in peer support
  - Supportive
  - Administrative
  - Educative
- 1:1 weekly and as needed
- Group supervision
- Peer practitioner learning community

<table>
<thead>
<tr>
<th>Behavior of Peer Practitioner in Support Relationship</th>
<th>Zone of Safety (Always Okay)</th>
<th>Zone of Vulnerability (Sometimes Okay; Sometimes Not Okay)</th>
<th>Zone of Abuse (Never Okay)</th>
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<tbody>
<tr>
<td>Giving gift</td>
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<tr>
<td>Accepting gift</td>
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<td>Using drug culture slang</td>
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<td>Giving a hug</td>
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<td>Attending recovery support meeting together</td>
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Ethical Considerations and Role Clarity

Goals of recovery coach

• Link to recovery community of person’s choice
• HELP IDENTIFY and REMOVE BARRIERS
• CONNECT with SUPPORT RESOURCES
• Encourage hope, optimism, wellness

Other peer practitioner roles: recovery specialist, peer navigator, certified peer specialist, community health worker . . .

A Recovery Coach is NOT
CLINICIAN
CLERGY
MEDICAL PRACTITIONER
SPONSOR
CASE MANAGER
PERSONAL DRIVER
Relationship and Connection

• Ethical considerations differ between peers and more traditional service providers
• Common ethical challenges for peers
Ethical Considerations and the Complexity of Peer Support

- Will not always keep us safe!
- Ethical guidelines provide a framework for decision making
- Help to prevent conflicts
- Help to resolve conflicts
  - Protect the individual being supported
  - Protect the peer practitioner
  - Protect the organization
  - Protect the peer practitioner field
Resources

• Ethical Guidelines for the Delivery of Peer-based Recovery Support Services
  • William L. White, M.A., and the PRO-ACT Ethics Workgroup
Questions?
Contact Information

Ruth Riddick, CARC-RCP
Community Outreach & Communications
ASAP of New York State
rriddick@asapnys.org
www.asapnys.org/ny-certification-board/

Linda Sarage, M.Ed., M.A.
Director, ARCC Program
Westfield State University
saragerecovery@gmail.com