



# ROI Staff Code of Ethics

All employees of ROI are expected to use good judgment, adhere to high ethical standards, and avoid situations that create an actual or perceived conflict of interest between their personal interest and those of ROI and the Individuals we are here to serve. All employees are expected to adhere to the *National Association of Social Workers Code of Ethics* as a standard for their professional conduct. Below is a Code of Ethics specific to the everyday work of employees of ROI. This code is intended as an adjunct to our existing Mission, Vision, and Core Values statements and the *Winning Work Behavior* guidelines.

❖ **My first responsibility is to the Individuals I serve**

I will recognize that every Individual I serve has the right to direct his or her own life. Each Individual I serve has unique needs, gifts, and preferences. I recognize that each Individual I serve has the potential for lifelong learning and growth. I will advocate to actively involve each Individual I serve in the decisions that affect their lives.

❖ **I will respect the dignity and uniqueness of the Individuals I serve**

I recognize that each Individual I serve is valuable and will work to help others understand their value. The relationships that I develop with the Individuals I serve will be based on dignity, respect, and mutual trust. I will seek to understand the personal history, the social and family relationships, and the dreams, goals, and desires of each Individual I serve. I will work to provide opportunities for each Individual I serve to become respected and valued members of their communities.

❖ **I will assist the Individuals I serve to direct the course of their own lives**

I will work in partnership with others to support the Individuals I serve to live self-directed lives. I will assist the Individuals I serve to understand the choices that are available to them and the possible consequences of those choices. I will honor and support the choices and preferences of each Individual I serve, and interact with each Individual in a respectful manner. I will honor the Individual's right to assume risk and will work to ensure that the risks and potential consequences of choices are sufficiently communicated to each Individual.

❖ **I will advocate with the Individuals I serve for inclusion and full community participation**

I will support the Individuals I serve to speak for themselves in all matters. I will represent the best interests of Individuals who are unable to speak for themselves by finding alternative ways of understanding their needs, goals, desires, and dreams. I will advocate for laws, policies, and supports that promote justice and inclusion for people with disabilities. I recognize that those who victimize people with disabilities are civilly and criminally accountable for their actions.

❖ **I will assist the Individuals I serve to develop and maintain relationships**

I recognize the importance and value of personal relationships to the Individuals I serve, and will work to facilitate relationships with their family and friends. I will separate my own beliefs and expectations regarding relationships, and support the personal preferences of each Individual I serve. I will advocate for each Individual I serve to have access to opportunities and education to facilitate building and maintaining relationships.

❖ **I will promote and practice justice, fairness, and equality for the Individuals I serve**

I will help each Individual I serve to use the opportunities and resources of the community that are available to everyone. I will assist each Individual I serve to understand and express their rights and responsibilities. I will advocate to affirm the human rights and civil rights of each Individual I serve.

❖ **I am responsible for supporting the physical well-being of the Individuals I serve**

I will promote and protect the health and safety of each Individual I serve by assisting Individuals in preventing illness and avoiding unsafe activity. I will work with each Individual to identify risks and create specific safeguards.

❖ **I will work to strengthen partnerships with other professionals and the community to assist the Individuals I serve in leading self-directed lives**

I will be open to learning opportunities by partnering with other service professionals and members of the community to better serve each Individual. I will assume accountability and responsibility for my decisions and actions and I will keep separate my own beliefs and personal values that may influence my professional decisions.

❖ **I will safeguard and respect the confidentiality and privacy of the Individuals I serve and my fellow employees**

I recognize that each Individual I serve and co-worker has the right to privacy and to restrict access to information about their lives. I will include each Individual in decisions regarding how, when, and with whom privileged information should be shared.

❖ **I will practice responsible work habits**

I recognize the importance of modeling valued work behaviors to the Individuals I serve, co-workers, and the community at-large. I will maintain competency in my work by completing all required trainings and re-certifications when necessary. I will follow the ROI *Winning Work Behavior* guidelines in my everyday work activities.

