

ALERT

A MUST READ!

When Addiction Professionals Run Recovery Houses

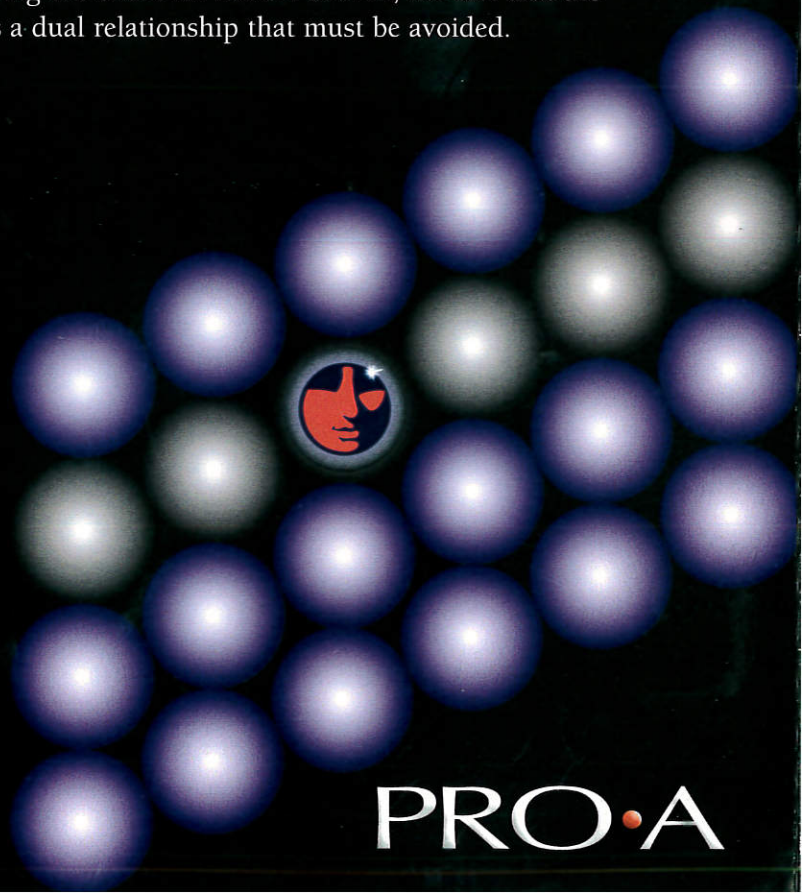
Significant Risk of Exploitive Relationships

*By Mary Jo Mather, Executive Director, Pennsylvania Certification Board and
William Stauffer, Executive Director, The Pennsylvania Recovery Organization Alliance
reprinted - from December 2014 Quarterly Newsletter*

There is significant risk of an exploitive relationship developing between a care giver and a client in respect to recovery housing. Specifically, in situations where program staff members own or have material interest in a recovery house that clients of the drug and alcohol program are referred to for housing, an exploitive or dual relationship between the staff member and the client is established.

While one might argue that the staff member is referring the client for his/her benefit, the fact that the staff member also gains by this referral creates a dual relationship that must be avoided.

Addiction professionals need to be very aware of potential code of ethical conduct concern for any caregiver who engages in such conduct or is aware of a colleague who is engaged in such conduct.



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Being involved in or even aware of such conduct and failing to take proper action may place addiction professionals at risk for potential sanctions for unethical conduct under the PCB Ethical Code of Conduct.

As background, when considering ethical conduct of a certified professional, things can get murky quite quickly when there are such dual relationships. Dual relationships are simply defined as a situation where multiple roles exist between a care worker and a client. Dual relationships are any relationships other than the ones for which you are credentialed to provide and/or relationships that fall outside of your scope of practice. Not all such dual relationships are necessarily problematic and may be unavoidable. For example, if you are working to help the only plumber in your small rural town and your drain clogs or you need a tooth pulled and you are working with the only dentist in the area. You may have no choice but to seek the services of the plumber or dentist you had as a client. Knowing this, whenever you or someone you supervise enters into a dual relationship, great care and proper supervision needs to be utilized to avoid situations in which an exploitive relationship develops— or even the perception of one. As a professional, if you find yourself rationalizing the benefit to the client as a way of convincing yourself there is no boundary crossing occurring, you have likely already crossed over into a boundary violation.

What may make a dual relationship exploitive? Such a relationship becomes exploitive when there is material or other gain through the dual relationship with the caregiver. When employed by an agency, there is an implied contract that all professional

What may make a dual relationship exploitive?

Such a relationship becomes exploitive when there is material or other gain through the dual relationship with the caregiver. When employed by an agency, there is an implied contract that all professional activities will be conducted in that setting with that agency's best interests in mind. To exploit your role with your agency to recruit or refer agency clients for personal gain to your recovery house violates that implied contract and the PCB code of ethical conduct.

activities will be conducted in that setting with that agency's best interests in mind. To exploit your role with your agency to recruit or refer agency clients for personal gain to your recovery house violates that implied contract and the PCB code of ethical conduct. Blurred roles for persons in recovery can make this particularly challenging within the drug and alcohol service system. Administrators should pay very close attention to this kind of issue - some of the situations that could develop may also be illegal and place the agency and individuals involved at risk for legal sanctions.

How to address such a circumstance? One way would be to have agencies put rules in place disallowing this kind of dual relationship and policies to reduce the potential of this kind of exploitive relationship that includes regular monitoring and appropriate corrective action. Agency policies can state that potential violations, once investigated fully by the agency, will be turned over to PCB for investigation and possible sanctions of the certified professional who is in violation of a dual relationship if any of the involved staff are PCB certified. The other way is for us as addiction professionals to follow our PCB Code of Ethical Conduct standards.

So what should you do if you work in a facility and see this type of conflict playing out in your facility? As certified addiction professionals, we have an obligation to promptly alert colleagues informally of this kind of potential unethical conduct and agency administrators overseeing client care through which this kind of dual relationship may potentially develop. Additionally, we have a responsibility to report violations of professional conduct of other certified professionals to the appropriate licensing/disciplinary authority when he/she knows or should have known that another certified professional has violated ethical standards and has failed to take corrective action after informal intervention.

We are all responsible for maintaining high ethical standards and the integrity of services we provide people as addiction professionals. We owe as much to the people and communities we serve. We need to keep this in mind in the practice of our professional affairs. The welfare and best interests of those we serve is paramount and is accomplished by the provision of ethical and competent services. Those of us in recovery deserve and expect to be treated fairly and to be referred to well-run recovery houses free from dual relationship issues and other concerns. With this always in mind, our clients will thrive and receive the types of services they deserve and should expect from addiction professionals.

PCB Code of Ethical Conduct

<https://www.pacertboard.org/sites/default/files/Code%20of%20Conduct%209-2016%20approved.pdf>

**Pennsylvania Certification Board, www.pacertboard.org
298 S. Progress Avenue Harrisburg, PA 17109, 717.540.4455**

**Department of Drug & Alcohol Programs, Program Licensure Division, www.ddap.pa.gov/pages/default.aspx
132 Kline Village, Suite A, Harrisburg, PA 17104, 717.783.8675, RA-licensedivision@pa.gov**

**Pennsylvania Recovery Organizations Alliance, www.pro-a.org
900 South Arlington Avenue, Suite 254A, Harrisburg, PA 17109, 717.545.8929**





PRO•A

Year In Review

2017 was a tremendous year of excitement and with your support we accomplished a great deal at PRO•A.

Our Mission

To mobilize, educate and advocate to eliminate the stigma and discrimination toward those affected by alcohol and other substance use conditions; to ensure hope, health and justice for individuals, families and those in recovery.

Mobilize

Mobilizing the recovery community and our allies is key to changing public perspective of substance use conditions, which impact one in three Pennsylvania families. Over the past year PRO•A has participated in organizing, promoting, facilitating and attending

138 events, conferences, conference calls and meetings. Through these events, **12,137** people mobilized in solidarity for the cause of recovery.

Educate

The recovery community is fundamentally important to the drug and alcohol service system workforce, and PRO•A is the leading trainer for

CRS's in the state of Pennsylvania. We facilitated **9** workshops at conferences, provided a total of **192** technical assistance and

Recovery Institute training sessions to Recovery Community Organizations and individuals, offered **17** Recovery Institute Training Series -

including **153** training modules and providing **918** hours of training for people to become recovery leaders and Certified

Recovery Specialists. Through our training program, we educated **4,620** people across our state in 2017.

Advocate

Our advocacy efforts are targeted to ensure our community is able to get the help they need and to live free of stigma and discrimination. These efforts spanned systems and involved efforts surrounding the integration of peers across systems, addressing substance use and alcohol use conditions in the criminal justice system, and the adolescent service system and recovery resources for

young people. At local, state and federal levels, we attended **7** Pathway to Pardons meetings, showed the Our Lives Matter Quilt across the

state at **12** locations, and offered a screening of Generation Found with panel discussion twice. Through our advocacy efforts we held

meetings, organized statewide conference calls with RCO's, community leaders, stakeholders, and key legislators. Through our resolve, we were

able to extend our efforts of advocacy to **8,559** people.

Continued

PRO•A

Year In Review

Additionally, over the past year we were able to:

Send out **53** electronic member messages to individuals, recovery community organizations and professionals across our state,
reaching nearly **2000** members to keep people informed of events and news impacting our community.

Distribute our quarterly newsletter electronically and by mail to **3281** individuals, recovery community organizations
and professionals across our state providing news and information to support networking and engagement across the state.

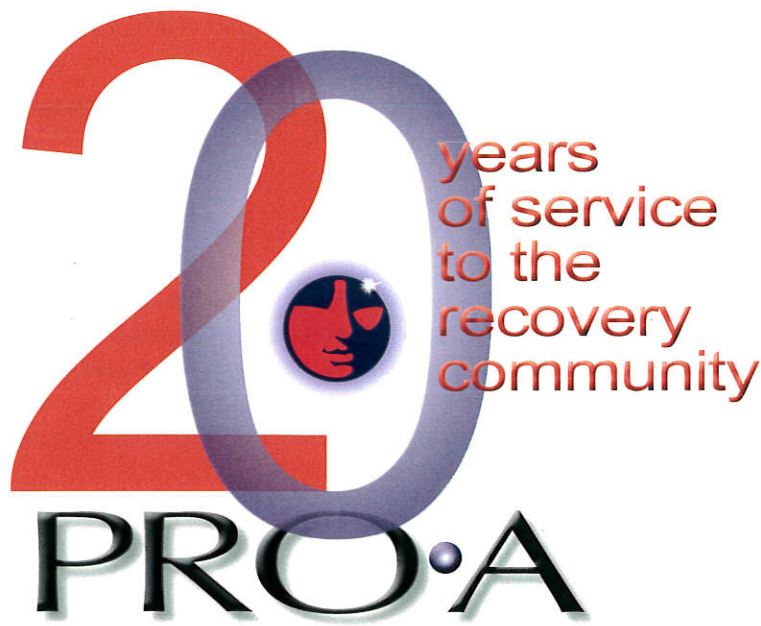
Develop two additional fact sheets, a criminal history fact sheet and a recovery fact sheet, to support efforts to educate our community
and improve public understanding of addiction and recovery.

Distribute our newsletters and fact sheets at events, and provided newsletters to members, RCO's and affiliates for use in their
common areas and wait areas.

Esprit de corps -

a feeling of pride, fellowship, and common loyalty shared by the members of a particular group.

We are indeed as a whole greater than the sum of our parts. – William Stauffer



Pennsylvania Recovery
Organizations Alliance



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CHAMPION Of Service Nomination Submission Form

Name of person submitting nomination _____

Address _____

Phone _____

Type of Nomination – Please check one

☐ Institution/Organization – Type of Institution/Organization _____

☐ Certified Recovery Specialist (CRS)

☐ Certified Family Recovery Specialist (CFRS)

Name of Nominee _____

Address _____

Phone _____

In 100 words or less please explain how you feel this nominee has provided exceptional service in a Warm Hand-Off and should receive the Champion of Service Award.



CHAMPION of Service

Award Description

There will be two Champions of Service awards granted each quarter, one to an Institution/Organization and a second award to an individual who holds a credential as either a Certified Recovery Specialist (CRS) or Certified Family Recovery Specialist (CFRS).

Awards are in recognition for the exceptional service each provided in a Warm Hand-off, connecting an individual and their family with treatment and resources for Drug & Alcohol Service System engagement.

Who can be nominated?

Any Institution/Organization and CRS/CFRS that provides a Warm Hand-off to an individual in need of treatment.

Institution/Organization

Nominations for the Champion of Service Award by an **Institution or Organization** that has provided exceptional service to any individual and their family who is in need of Drug & Alcohol treatment and resources may be nominated by the following:

An individual | Family member | Community member | Single County Authority
Behavioral Health Managed Care Organization | Insurance company
County Drug & Alcohol agency | Drug & Alcohol and medical treatment provider | Recovery house

CRS/CFRS

Nominations for the Champion of Service Award by a **Certified Recovery Specialist (CRS)** or **Certified Family Recovery Specialist (CFRS)** who was exemplary in service, and was effective in developing rapport, sharing their experience, strength, and hope and in offering the individual and/or their family a Warm Hand UP to treatment and beginning their journey of recovery may be nominated by the following:

Individual | Family | Institution/organization

How to Nominate an Institution/Organization or CRS/CFRS

Nominations for the Champion of Service Award can be made by completing the Award Nomination Submission Form (*on reverse*), or it can also be found on our website: www.pro-a.org and returned to Stephanie Hastings at s.hastings@pro-a.org

Submissions may also be mailed to:
PRO•A Champion of Service Award, Attention: Stephanie Hastings
900 S. Arlington Avenue, Suite 254-A, Harrisburg, PA 17109

*** Please include a photo or Institution/Organization logo with submission form if possible***

Recipients of the Champion of Service Award will be highlighted in
PRO•A's Quarterly Report Newsletter.

PRO•A

Pennsylvania Recovery
Organizations Alliance

1.800.858.6040 Toll Free • 717.545.8929 • 717.545.9163 Fax

<https://www.instagram.com/recoverypeepz/>



"like" us at
www.facebook.com/PaRecoveryOrganizationAlliance



Follow us on
<https://twitter.com/PAReccoveryOrg>





THE RECOVERY INSTITUTE Training Program

Education is a key component for bridging the gaps between treatment. Education also allows for workforce development, and is necessary if we want to sustain a system that is already under stress.

If you would like to inquire about requesting a training, please contact us through our website at <http://pro-a.org/contact/> or call the PRO•A office at 717-545-8929 ext. 1 to speak with our Program Coordinator. For a full list of our RITP course offerings, please visit <http://pro-a.org/services/the-recovery-institute/>.

In addition to our Recovery Institute Training Program curriculum, we also offer webinars and technical assistance. Our webinars cover a broad range of subject matter relevant to addiction and recovery and are FREE to attend.

Sign up to receive notifications of our webinars at <http://pro-a.org/webinar-signup/>.

Our technical assistance sessions assess the strengths and weaknesses of groups, organizations, and communities. They are individualized to fit your needs and designed to strengthen and maximize your impact within your community.

For more information contact our



Certified Recovery Specialist Training Series

(48 hours of education)

The Certified Recovery Specialist (CRS) credential was developed with the concept in mind that support and coaching provided by peers would be enhanced by their skills and lived experience with recovery. The CRS certification provides credibility to the work done by individuals in the community, members of recovery community organizations, and individuals who work in the drug and alcohol field who currently do not meet the educational and supervisory criteria for clinical-based certifications.

THE ADDICTION PROCESS

6 Hours | Training Relevant to the Field of Addiction

RECOVERY 101

6 Hours | Recovery Management

PEER-BASED RECOVERY SUPPORT SERVICES

6 Hours | Recovery Management

DO YOU HEAR WHAT I HEAR:

LESSONS IN EFFECTIVE COMMUNICATION

6 Hours | Education and Advocacy

ETHICS AND BOUNDARIES FOR PEER PROVIDERS

6 Hours | Professional Ethics and Responsibility

HEALING THE STIGMA OF ADDICTION

6 Hours | Education and Advocacy

ADDICTION AND THE FAMILY

3 Hours | Training Relevant to the Field of Addiction

CRISIS INTERVENTION STRATEGIES

FOR PEER PROVIDERS

3 Hours | Training Relevant to the Field of Addiction

A COMMON VISION OF RECOVERY

6 Hours | Recovery Management

CERTIFIED RECOVERY SPECIALIST STUDY GROUP

(optional add-on, not part of the 48 hours)

3 Hours | Training Relevant to the Field of Addiction