

The following principles will guide Peer Specialists in their various role relationships and levels of responsibility in which they function professionally.

1. The primary responsibility of Peer Specialists is to help service recipients understand recovery and achieve their own recovery needs, wants, and goals. Peer Specialists will be guided by the principle of self-determination for each service recipient.
2. Peer Specialists will conduct themselves in a manner that fosters their own recovery and will maintain personal standards that are respectful to self and community.
3. Peer Specialists will be open to share with service recipients and coworkers their stories of hope and recovery and will likewise be able to identify and describe the supports that promote their recovery and resilience.
4. Peer Specialists have a duty to inform service recipients when first discussing confidentiality that contemplated or actual harm to self or others cannot be kept confidential. Peer Specialists have a duty to accurately inform service recipients regarding the degree to which information will be shared with other team members, based on their agency policy and job description. Peer Specialists have a duty to inform appropriate staff members immediately about any person's possible harm to self or others or abuse from caregivers.
5. Peer Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the service recipients they support.
6. Peer Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, disability, or any other preference or personal characteristic, condition or state.
7. Peer Specialists will advocate for service recipients so that individuals may make their own decisions in all matters when dealing with professionals.
8. Peer Specialists will never engage in any sexual/intimate activities with service recipients they support. While a service recipient is receiving services from a Peer Specialist, the Peer Specialist will not enter into a relationship or commitment that conflicts with the support needs of the service recipient.
9. Peer Specialists shall only provide service and support within the hours, days and locations that are authorized by the agency with which they work.
10. Peer Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their coworkers and service recipients. Peer Specialists will refrain from sharing advice or opinions outside their scope of practice with service recipients.

11. Peer Specialists will utilize supervision and abide by the standards for supervision established by their employer.
12. Peer Specialists will not accept gifts of significant value from those they serve. Peer Specialists do not loan, give, or receive money, goods, or payment for any services to, or from, service recipients.
13. Peer Specialists will not discuss their employment situation in a negative manner with any service recipient.
14. Peer Specialists will protect the welfare of all service recipients by ensuring that all their conduct will not constitute physical or psychological abuse, neglect, or exploitation. Peer Specialists will provide trauma informed care at all times.
15. Peer Specialists will, at all times, respect the rights, dignity, privacy and confidentiality of those they support.

(THIS CODE OF ETHICS WAS DEVELOPED BY THE PEER SPECIALIST COMMITTEE OF THE WISCONSIN RECOVERY IMPLEMENTATION TASK FORCE AND APPROVED FOR USE IN WISCONSIN BY THE CENTERS FOR MEDICAID HEALTH SERVICES)