



Code of Ethics

DRAFT 7/28/00

Preamble

The purpose of the Direct Support Profession (DSP) is to assist people who need support to lead self-directed lives, and to participate fully in the social and civic life of our communities and nation. This focus on empowerment and participation is critical because people with disabilities, mental health or chronic health conditions and others who rely on human service support are frequently forgotten in our society. Social policies and service systems often disempower the very people they propose to help and the prejudices of uninformed citizens form powerful barriers to enjoying the quality of life experienced by most Americans.

Therefore the commitment of the Direct Support Professional (DSP) is to walk in partnership with people who need support and their families and friends toward a life of opportunity, well-being, freedom and contribution. The Direct Support Professional recognizes that he or she must follow the individual path that is suggested by the unique gifts, preferences and needs of each person. There are no set benchmarks or charts for these journeys, but there are some important guidelines to help make the journey a successful and rewarding experience.

This Code of Ethics is intended to serve as a straightforward and relevant ethical guide shedding some light on the shared path to a self-directed life. The skills and knowledge that inform community support practice must be joined with the ethical principles that form the ethical code for the profession of direct support. The tools of the direct support profession are the skills and knowledge that Direct Support Professionals bring to their work and the relationships they develop with the people they support, their families and friends, organizations that employ them, governmental entities and the community at large. The success of this work is directly dependent on the degree of trust and respect generated in these relationships.

A strong ethical foundation is critical to guide practitioners in the highly personal and intimate work they perform and to affirm the covenant of partnership and respect that must exist in a helping relationship. Direct Support Professionals constantly feel tension between the ideals of the profession and its practice. There are pressures from organizational practices, governmental bureaucracy, social policy and prejudice that often shift DSPs concerns and allegiances away from those they support. These conditions require strong ethical guidance to help Direct Support Professionals fulfill their mission.

This Code of Ethics was constructed by the National Alliance of Direct Support Professionals (NADSP) who convened a national panel of Direct Support Professionals, advocates, families, professionals and researchers. The panel integrated the results of a series of focus groups and surveys conducted throughout the country to create the code. It is intended to guide DSPs in resolving ethical dilemmas they face every day and to encourage DSPs to achieve the highest ideals of the profession.

The DSP who supports people in their communities will always be called upon to make independent judgements involving both practical and ethical reasoning. The people who assume the support role on a daily basis must, examine and call on deeply held values and beliefs as well as a creative vision to assist them in the complex work they perform and in the personal interactions that are the core of their work. The beliefs and attitudes that are associated with being an effective human service Direct Support Professional are the cornerstones of this code. This code is not the handbook of the profession but rather a roadmap to assist us in staying the course of securing Freedom, Justice and Equality for all.

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AAMR • AAUAP • ANCOR • The Arc • Association of Public Developmental Disabilities Administrators • Carl • Council for Standards in Human Service Education HSRI • National Association of State Directors of Developmental Disabilities Services • National Association of State Directors of Vocational Technical Education Consortia • National Center for Educational Restructuring and Inclusion • National Center for Paraprofessionals in Education • Association for Child and Youth Care Practice • National Organization of Human Services Educators • RCMB • Resolving Us • Self-Advocates Becoming Empowered • TASH • UCPA

Dear Reviewer:

We need your help in ensuring that this draft Code of Ethics is clear, relevant, important and that it addresses ethical issues confronted by Direct Support Professionals. Please tell us who you are, read the key below and then provide us with feedback regarding each ethical statement and practice guideline. You may complete this online by going to rtc.umn.edu/dsp and taking the "DSP ethics survey." Please return this to Amy Hewitt, University of Minnesota, 150 Pillsbury Dr. SE, 204 Pattee Hall, Minneapolis, MN 55455 when it is completed.

Who are you? Your role (check all that apply)

- I am a Direct Support Professional (I provide paid direct care)
- I am a family member of a person with a disability or a person who receives long term community support
- I am a frontline supervisor or manager of a human service program
- Other (please describe)
- I am a person who receives support services from a DSP.

Evaluation Key:

KEY	language:	clear	= This statement is easy to read and understand what statement means.
		not clear	= This statement is confusing, difficult to understand meaning.
	relevancy:	relevant	= This statement is relevant (has practical importance) to the work life of a DSP and would assist or guide them in making decisions related to their work. It is important to keep in mind that the statement may be relevant to DSPs somewhere even if you do not see it applying to your particular work role.
		not relevant	= This statement has no relevancy to the practical work of DSPs.
	Statement pertains to:	ethics	= This statement is really about ethical conduct and/or judgments DSPs make frequently (ethical conduct is conduct that is guided by values rather than practical necessity, for example, using appropriate ways of addressing someone shows that the value of respect for others guides DSP conduct).
		skill	= This statement is more about an action or intervention a DSP completes that is not guided by a strong value and does not require an ethical judgment. (For example, thoroughly reading the notes recorded by the DSP working the previous shift or teaching someone how to do laundry are actions that are not guided by values and do not require ethical judgements.
	Importance:	Very important	= This statement is very important to me and I think it definitely needs to be included in the Code of ethics.
		important	= This statement is important but I don't have strong feelings that it must be included in the Code of Ethics.
		Not important	= This statement is NOT important and I do not think it should be included in the Code of Ethics.

NADSP Code of Ethics – Draft 7/28/00

1. Person Centered Supports

As a Direct Support Professional my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.

<i>Interpretive Statements</i>	<i>check one for each column</i>			
As a Direct Support Professional, I will:	Language	Relevancy	Statement pertains to	Importance
1a Recognize that each person must direct his or her own life and support and that the unique social network, circumstances, personality, preferences, needs and gifts of each person I support, must be the primary for guide the selection, structure and use of supports for that individual.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
1b Know that an active commitment to person-centered practice is necessary because supports are still primarily "system" or "program" centered and financial, bureaucratic and political concerns often prevent or diminish person-centered approaches.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
1c Provide advocacy when the needs of the system over-ride those of the individual(s) I support, or when individual preferences, needs or gifts are neglected for other reasons.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
1d Honor the personality, preferences and gifts of people who cannot verbally communicate by seeking other ways of understanding them.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
1e Focus first on the person, and understand that my role in direct supports will require flexibility, creativity and commitment.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

2. Promoting Physical and Emotional Well Being

As a Direct Support Professional, I am responsible for supporting the emotional, physical and personal well being of the individuals receiving support. I will encourage growth and recognize the autonomy of the individuals receiving support while being attentive and energetic in reducing their risk of harm.

<i>Interpretive Statements</i>	<i>check one for each column</i>			
As a Direct Support Professional, I will:	Language	Relevancy	Statement pertains to	Importance
2a Develop a relationship with the people to whom I provide support that is respectful, based on mutual trust and maintains professional boundaries. Should my relationship move beyond that which can maintain professional boundaries I will actively remove myself from a paid position within the person's life.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2b Assist the individuals I support understand their options and the possible consequences of these options as they relate to their physical health and emotional well-being.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2c Promote and protect the health, safety and emotional well-being of individuals by assisting individuals in preventing illness and avoiding unsafe activity. I will work with the individuals and their support networks to identify areas of risk and to create safeguards specific to these concerns.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2d Know and respect the values that the people I support regarding their personal physical health, safety and emotional well-being and facilitate their expression of choices related to those values.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2e Challenge others including support team members, professionals (e.g. doctors, nurses, therapists) and co-workers to recognize and support the rights of individuals to make informed decisions even when these decisions involve risk.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2f Be vigilant in identifying, discussing with others, and reporting any situation in which the individuals I support are at risk of abuse, neglect, exploitation, or harm.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
2g Consistently address challenging behaviors proactively, respectfully and by avoiding the use of aversive or deprivation intervention techniques. If these techniques are included in an approved support plan I will work diligently to find alternatives and will advocate for the eventual elimination of these techniques from the person's plan.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

3. Integrity and Responsibility

As a direct support professional, I will support the mission and vitality of my profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people I support, other professionals, and the community.

Interpretive Statements		check one for each column			
As a Direct Support Professional, I will:		Language	Relevancy	Statement pertains to	Importance
3a	Demonstrate a healthy sense of my own worth and potential.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3b	Recognize that the direct support role integrates skills, knowledge and values that constitute a unique and valued profession.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3c	Be conscious of my own values and those of others when making professional decisions.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3d	Maintain competency in my profession through continuing education and professional development.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3e	Assume responsibility and accountability for my decisions and actions.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3f	Actively seek advice and guidance from others when needed.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3g	Recognize the importance of modeling valued behaviors to co-workers, persons receiving support, and the community at large.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3h	Practice responsible work habits.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3i	Proactively support the mission and vitality of the direct support role to assist people in leading self directed lives in their communities.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
3j	Foster a spirit of cooperation and mutual responsibility with other Direct Support Professionals.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

4. Confidentiality

As a Direct Support Professional, I will safeguard and respect the confidentiality and privacy of the people I support.

Interpretive Statements

check one for each column

As a Direct Support Professional, I will:

	Language	Relevancy	Statement pertains to	Importance
4a Recognize that confidentiality means keeping information private.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
4b Know what confidentiality means to the agencies and the state in which I live, and the people I support.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
4c Seek out a qualified individual who can help me clarify situations where the correct course of action is not clear.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
4d Seek information directly from those I support regarding their wishes in how, when and with whom privileged information should be shared.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

5. Justice, Fairness and Equity

As a Direct Support Professional, I will promote and practice justice, fairness and equity for the people I support and the community as a whole. I will affirm the human and civil rights and responsibilities of the people I support.

<i>Interpretive Statements</i>		<i>check one for each column</i>			
As a Direct Support Professional, I will:		Language	Relevancy	Statement pertains to	Importance
5a	Help the people I support use the opportunities and the resources of the community available to everyone.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
5b	Help the individuals I support accept the responsibilities and privileges of full citizenship.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
5d	Help the individuals I support understand and express their rights and responsibilities.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
5e	Understand the guardianship or other legal representation of individuals I support and will work in partnership with legal representatives to assure that the individual's preferences and interests are honored.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

6. Respect

As a Direct Support Professional I will respect the human dignity and uniqueness of the people I support. I will recognize each person I support as valuable and help others understand their value.

<i>Interpretive Statements</i>	<i>check one for each column</i>			
As a Direct Support Professional, I will:	Language	Relevancy	Statement pertains to	Importance
6a Seek to understand the individuals I support today, in the context of their past life, their social and family networks, and their hopes and dreams for the future.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6b Honor the choices and preferences of the people I support.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6c Protect the privacy of the people I support.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6e Uphold the human rights of the people I support.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6f Interact with the people I support in a respectful manner.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6g Recognize and respect the cultural context (e.g. religion, sexual orientation, ethnicity, socio-economic class) of the person supported and his/her social network.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
6h Provide opportunities and supports which help the individuals I support be viewed with respect and as integral members of their communities.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

7. Relationships

As a Direct Support Professional I will assist the people I support to develop and maintain relationships.

<i>Interpretive Statements</i>		<i>check one for each column</i>			
As a Direct Support Professional, I will:		Language	Relevancy	Statement pertains to	Importance
7a	Ensure that the people I support have access to opportunities and education to facilitate building and maintaining relationships.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
7b	Advocate for the rights of the people I support to make informed choices regarding the expression of their sexuality.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
7c	Recognize the importance of relationships and proactively facilitate relationships between the people I support, their family and friends.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
7e	Ensure that direct and responsive communication occurs with family members and friends as desired by the individual.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
7f	Separate my own personal beliefs and expectations regarding relationships (including sexual relationships) from those desired by the people I support and will provide supports based on their preferences. If I am unable to separate my own beliefs/preferences in a given situation I will actively remove myself from the situation.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
7g	Refrain from expressing negative views, harsh judgments, and stereotyping of people close to the individuals I support.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

8. Self-Determination

As a Direct Support Professional I will assist the people I support to direct the course of their own lives.

<i>Interpretive Statements</i>	<i>check one for each column</i>			
As a Direct Support Professional, I will:	Language	Relevancy	Statement pertains to	Importance
8a Work in partnership with others to support individuals in leading self-directed lives.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
8b Have a working knowledge of community resources beyond the individual's program.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
8c Foster an appreciation for the need to balance taking reasonable risks with freedom from harm (dignity of risk).	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
8d Promote personal growth by encouraging exposure to a variety of experiences.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
8e Weigh the benefits of these new experiences against all possible outcomes.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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NADSP Code of Ethics – Draft 7/28/00

9. Advocacy

As a DSP I will advocate with the people I support for justice, inclusion and full community participation.

<i>Interpretive Statements</i>		<i>check one for each column</i>			
As a Direct Support Professional, I will:		Language	Relevancy	Statement pertains to	Importance
9a	Support individuals to speak for themselves in all matters where my assistance is needed.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9b	Represent the best interests of people who cannot speak for themselves by finding alternative ways of understanding their needs including gathering information from others who represent their best interests.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9c	Actively support laws, policies, and supports that promote justice and inclusion for people with disabilities and other disenfranchised groups whose voices have been systematically disempowered.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9d	Become knowledgeable about the human, legal and civil rights of all people and assist others in understanding these rights.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9e	Assist individuals to grow and learn by helping them consider the risks and possible outcomes of the choices they make and assist others to recognize that reasonable risk is essential to human growth and learning.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9f	Recognize that those who victimize people with disabilities either criminally or civilly must be held accountable for their actions.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9g	Recognize when my advocacy efforts are insufficient to effectively support an individual and assist the individual in finding an appropriate advocate.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important
9h	Consult with people I trust when I am unsure of the appropriate course of action in my advocacy efforts.	<input type="checkbox"/> clear <input type="checkbox"/> not clear	<input type="checkbox"/> relevant <input type="checkbox"/> not relevant	<input type="checkbox"/> ethics <input type="checkbox"/> skill	<input type="checkbox"/> very important <input type="checkbox"/> important <input type="checkbox"/> not important

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