

Code of Ethics

PREAMBLE

The conduct of members of the ND Association of Community Providers (NDACP), an advocacy, education, and trade organization must be ethical at all times. The Standards and Ethics Guidelines are set forth to express the commitment of NDACP to persons with disabilities.

CONDUCT AND PROFESSIONAL PRACTICES

As members of the NDACP, each organization:

Affirms that our obligation is to work for and with persons with disabilities and that our first responsibility is to the individual.

Shall provide services as a public trust which requires integrity, compassion and respect for individual choices and differences. Members of NDACP shall provide services to persons without preference as to race, color, religion, age, gender, sexual orientation or national origin.

Shall provide services designed to meet the individual needs of each person, with an emphasis on the choice for integration in the least restrictive environment, designed to enhance growth and development.

Shall respect the privacy of persons we serve and protect the rights of confidentiality.

Shall give preference to our professional responsibility over any personal interests.

Shall support the DSP Code of Ethics.

Shall meet applicable licensing and certification requirements.

Shall advocate for services within our own community and State which provide support to the individual and their family.

Shall work cooperatively with other members of NDACP to advocate for the protection of the individual and the community against unethical and/or inappropriate practices or actions by other individuals or organizations providing services to persons with disabilities.

Shall work cooperatively with other members of NDACP to contribute ideas, findings, concepts, understanding, knowledge and practice to the provision of services to persons with disabilities.

Shall not speak on behalf of NDACP without authorization.

VALUE STATEMENTS

NDACP supports the viability of all existing members. Diversity of providers enhances the quality of services.

COMMUNICATION

It is encouraged that any discussion, comments or criticism directed toward a fellow NDACP member or organization be positive and/or constructive. Members are expected to treat the Executive Director of NDACP, and all members in a respectful manner at all times.

If a member has issues with the Executive Director of NDACP or another member organization, that organization should voice their concern directly with that individual or organization in an attempt to resolve the dispute, prior to filing a formal complaint.

Members shall work through the Association to define stands on issues and accept the majority decision of the membership on any issue. In some cases, a position may conflict with an individual Member's needs, however, when speaking as a Member of this Association, it is imperative to support the majority decision

CONFIDENTIALITY

The purpose of confidentiality is to safeguard information that is obtained in the course of participation in NDAPC. In order to foster a climate of trust, members will not disclose information to outside parties that compromise the integrity of NDACP, or its individual members. Unauthorized release of confidential information will not be tolerated.

BUSINESS PRACTICES

NDACP recognizes the free enterprise system and believes that fair competition encourages the development of quality services to the person served and other involved parties.

Members should compete solely on the merits of their services and products and their intention and ability to provide those services, and not engage in any form of unfair competition.

Organizations will not engage in inappropriate activities such as bribing prospective consumers, unfairly recruiting or misrepresenting potential staff, or pay staff a finder's fee to bring individuals into their organization.

The initiation of direct contact with persons receiving services, their families, guardians or other involved parties to solicit an individual for a change of service provider is prohibited and considered unethical.

When recruiting an employee, NDACP members should not falsely promise benefits, employment advancements or salaries, which they know, or have reason to know, they cannot meet.

ACCEPTANCE

I have reviewed the NDACP Code of Ethics and agree to comply with the guidelines outlined above.

Name of Organization

Signature

Title

Date