

GSS CODE OF ETHICS

OVERVIEW OF 13 PRINCIPLES

- The information in this section addresses critical aspects of the relationship of Good Shepherd Services to the participants in our programs and to each other. The principles and practices we describe herein draw from our vision, mission and values.
- The Code of Ethics is intended to:
 - Aid staff in making decisions that affect participant care and services.
 - Assist with the maintenance of standards of professional competence.
 - Preserve collaborative efforts to remain guardians of participants' rights and family rights.
- These principles are in addition to, and not a substitute for, the ethical guidelines recommended by staff members' respective professional societies or associations, Federal and State law, including applicable regulatory agency rules and regulations, and Good Shepherd policies.
- Each member of staff is responsible to adhere to these standards.

GSS Values: Bold Leadership,
Commitment, Compassion, Learning,
Optimism, & Responsiveness



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- **Principle 1** Good Shepherd staff, volunteers, and contractors shall be dedicated to providing competent professional service with compassion and respect for the inherent dignity and worth of each person.
- **Principle 2** Good Shepherd staff, volunteers, and contractors shall deal in an honest and trustworthy manner with participants and colleagues.
- **Principle 3** Good Shepherd staff, volunteers, and contractors shall respect and protect the rights of participants and colleagues and shall safeguard confidences within the constraints of applicable law and regulations.
- **Principle 4** Good Shepherd staff, volunteers, and contractors shall develop and enhance their professional expertise.

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- **Principle 5** Good Shepherd staff, volunteers, and contractors shall recognize the boundaries of their expertise and take responsible steps (including appropriate education, training, consultation, and supervision) to ensure the competence of their work and to protect participants from harm.
- **Principle 6** Good Shepherd staff, volunteers, and contractors must never exploit participants' or colleagues' vulnerability for their personal gratification, gain or benefit.
- **Principle 7** Good Shepherd staff, volunteers, and contractors must not ordinarily give or receive gifts to/from participants, nor shall they ever personally give, lend or borrow money/favors/services to/from participants.

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- **Principle 8** Good Shepherd staff, volunteers, and contractors must not engage in any romantic and/or sexual activity with participants or their extended family members, or individuals with whom participants have close personal relationships. (See agency policy on “Dating and Sexual Relationships with Participants” for details on staff who are also participants.)
- **Principle 9** Good Shepherd staff, volunteers, and contractors must not encourage unacceptable or illegal participant behaviors such as inappropriate sexual activity, use or sale of alcohol or illegal drugs, etc.

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- **Principle 10** Good Shepherd staff, volunteers, and contractors must not discriminate and never exclude, segregate or demean the dignity of any participant and colleagues based on ethnicity, national origin, citizenship status, race, color, sex, creed, age, socio-economic status, marital status, sexual orientation or mental or physical disability.
- **Principle 11** Good Shepherd staff, volunteers, and contractors are responsible to report and/or take action regarding any environmental and service concerns which may be detrimental to participants and/or colleagues.

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- **Principle 12** Good Shepherd staff, volunteers, and contractors must avoid conflicts of interest in which their position in a GSS program can be used to support/enhance private business or enterprise.
- **Principle 13** Good Shepherd staff, volunteers, and contractors serve as a role model to our participants and, therefore, they must act appropriately toward participants at all times.