BJA's Comprehensive
Opioid Abuse
Program

Peer Ethics

Welcome and Introductions

Welcome

- Timothy Jeffries, Senior Policy Advisor, Bureau of Justice Assistance
- Elizabeth Burden, Technical Assistance Director, Altarum
- Erin Etwaroo, Analyst, Altarum
- Ruth Riddick, CARC-RCP
- Linda Sarage, M.Ed., M.A.

Guest Presenters

Ruth Riddick, CARC-RCP

Linda Sarage, M.Ed., M.A.

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Defining Peer Practitioners

Ruth Riddick

Profession • Competence • Qualifications • Ethics

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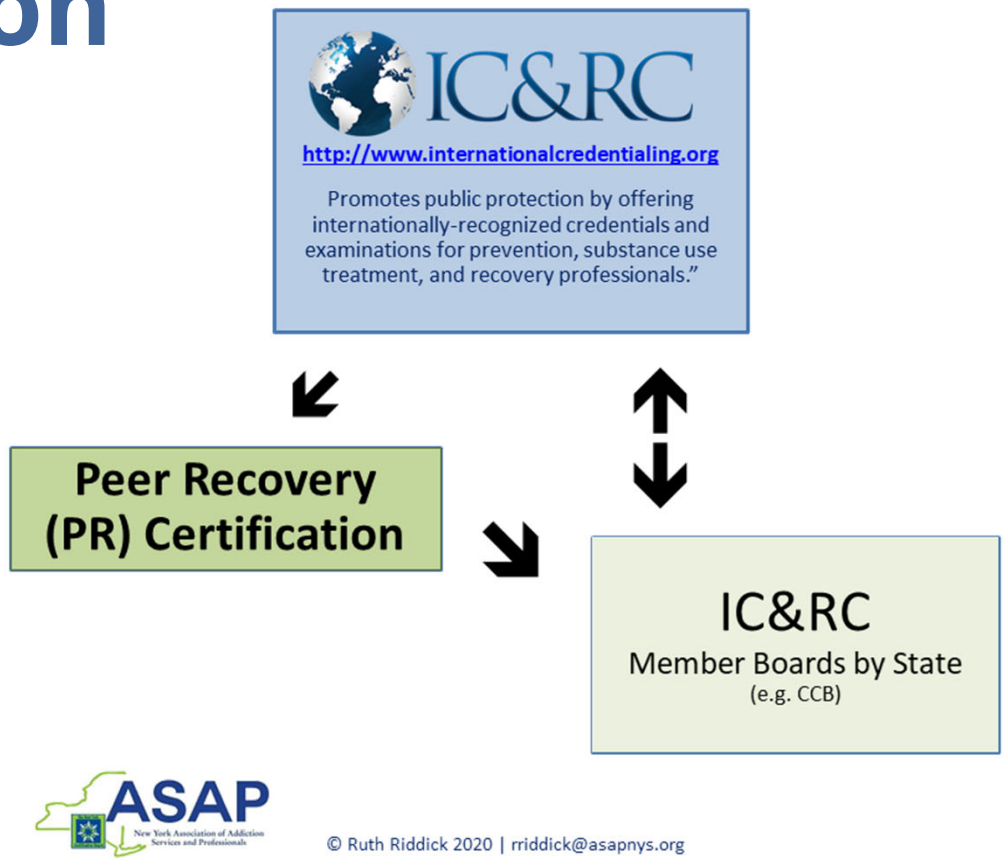
Foundation



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Peer Practitioners Are Professionals

- **Peer Recovery Profession:**
  - Education | *practice-specific*
  - Ethics | *profession-specific*
  - Board certification | *role-specific*

- **Purpose:**

  Building Recovery Capital through
  - Coaching & Purposeful Conversation
  - Sharing experience

- **Role Certifications in NYS:**
  - Certified Recovery Peer Advocate (CRPA)(Medicaid)
  - Certified Addiction Recovery Coach (CARC)

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Peer Practitioner Role Competencies

The IC&RC Peer Recovery (PR) certification in NYS
CERTIFIED RECOVERY PEER ADVOCATE : ROLE KNOWLEDGE | SKILLS | ABILITIES

The International Certification & Reciprocity Consortium's 2013 Peer Recovery (PR) Job Analysis identified four performance domains with the following associated tasks as forming the basis of its peer recovery certification. The IC&RC Peer Recovery Certification is known as Certified Recovery Peer Advocate (CRPA) in New York State where it is exclusively offered by the non-profit New York Certification Board (NYCB) at the New York Association of Addiction Services & Professionals (ASAP). Candidates for this professional certification are required to demonstrate these competencies to NYCB per standards determined by the Board and posted to its website, http://www.asapnys.org/ny-certification-board/nycb-certifications/:

Domain 1: Advocacy

1. Relate to the individual [client] as an advocate.
2. Advocate within systems to promote person-centered recovery/wellness support services.
3. Describe the individual's rights and responsibilities.
4. Apply the principles of individual choice and self-determination.
5. Explain importance of self-advocacy as a component of recovery/wellness.
6. Recognize and use person-centered language.
7. Practice effective communication skills.
8. Differentiate between the types and levels of advocacy.
9. Collaborate with individual to identify, link, and coordinate choices with resources.
10. Advocate for multiple pathways to recovery/wellness.
11. Recognize the importance of a holistic (e.g., mind, body, spirit, environment) approach to recovery/wellness.

Domain 2: Mentoring and Education

12. Serve as a role model for an individual.
13. Recognize the importance of self-care.
14. Establish and maintain a peer relationship rather than a hierarchical relationship.
15. Educate through shared experiences.
16. Support the development of healthy behavior that is based on choice.
17. Describe the skills needed to self-advocate.
18. Assist the individual in identifying and establishing positive relationships.
19. Establish a respectful, trusting relationship with the individual.
20. Demonstrate consistency by supporting individuals during ordinary and extraordinary times.
21. Support the development of effective communication skills.
22. Support the development of conflict resolution skills.
23. Support the development of problem-solving skills.
24. Apply principles of empowerment.
25. Provide resource linkage to community supports and professional services.

Domain 3: Recovery/Wellness Support

26. Assist the individual with setting goals.

The IC&RC Peer Recovery (PR) certification in NYS
CERTIFIED RECOVERY PEER ADVOCATE : ROLE KNOWLEDGE | SKILLS | ABILITIES

27. Recognize that there are multiple pathways to recovery/wellness.
28. Contribute to the individual's recovery/wellness team(s).
29. Assist the individual to identify and build on their strengths and resiliencies.
30. Apply effective coaching techniques such as Motivational Interviewing.
31. Recognize the stages of change.
32. Recognize the stages of recovery/wellness.
33. Recognize signs of distress.
34. Develop tools for effective outreach and continued support.
35. Assist the individual in identifying support systems.
36. Practice a strengths-based approach to recovery/wellness.
37. Assist the individual in identifying basic needs.
38. Apply basic supportive group facilitation techniques.
39. Recognize and understand the impact of trauma.

Domain 4: Ethical Responsibility

40. Recognize risk indicators that may affect the individual's welfare and safety.
41. Respond to personal risk indicators to assure welfare and safety.
42. Communicate to support network personal issues that impact ability to perform job duties.
43. Report suspicions of abuse or neglect to appropriate authority.
44. Evaluate the individual's satisfaction with their progress toward recovery/wellness goals.
45. Maintain documentation and collect data as required.
46. Adhere to responsibilities and limits of the role.
47. Apply fundamentals of cultural competency.
48. Recognize and adhere to the rules of confidentiality.
49. Recognize and maintain professional and personal boundaries.
50. Recognize and address personal and institutional biases and behaviors.
51. Maintain current, accurate knowledge of trends and issues related to wellness and recovery.
52. Recognize various crisis and emergency situations.
53. Use organizational/departmental chain of command to address or resolve issues.
54. Practice non-judgmental behavior.

see: https://internationalcredentialing.org/creds/pr

Requirements for CRPA certification in NYS:

- 18+ years
- High School Diploma (or equivalent)
- 30 hours NYCB approved training incorporating advocacy (hours), Mentoring & Education (hours), and Recovery Wellness Support (hours)
- 16 hours NYCB approved training in Peer Ethical Responsibility
- IC&RC Peer Recovery Exam passing grade

Training Opportunities in NYS:
see: https://for-ny.org/upcoming-trainings/

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Peer Practitioner Qualifications

CERTIFIED RECOVERY PEER ADVOCATE-Provisional

- 18+ years of age
- High School Diploma, GED or equivalent, or higher
- 30 hrs approved training (e.g. CCAR-Recovery Coach Academy) *plus* 16 hrs peer ethics *plus* affirmation of NYCB Code of Ethical Conduct
- currently working or volunteering as a supervised peer advocate *or* seeking a job in OASAS licensed agencies/Medicaid-billable
- must upgrade to CRPA as soon as work experience completed
- valid for 24 months only; non-renewable

CERTIFIED RECOVERY PEER ADVOCATE

above personal details and training standards, PLUS:

- 500 hrs work experience at time of application (hours completed while CRPA-Provisional qualify); incl. 25 hours of supervision
- IC&RC exam passing grade (exam scheduled once CRPA approved)
- valid for 3 years only from date of issue; renewable
- continuing recovery-specific education credits required for renewal

$100 application fee for CRPA-Provisional and/or CRPA
$50 upgrade from CRPA-Provisional to CRPA
$80 exam fee, due at time of CRPA or upgrade application

Scholarship support may be available – see/apply: http://www.asapnys.org/ny-certification-board/

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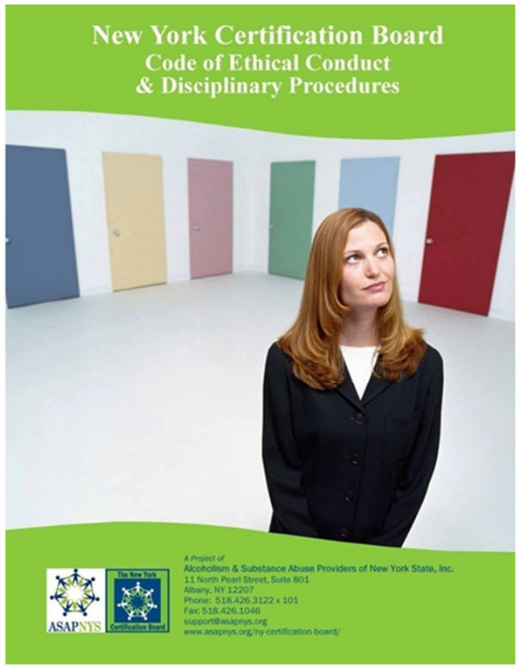
Peer Practitioner Professional Ethics



CRPA-Family
Family Supported Recovery - Ethical Standards

Commitment to Families: Promote family supported practices that focus on strengths, view families as part of the solution, and ensure families and youth participate as partners in all aspects of care.

Empowerment & Self-Determination: Promote recovery oriented practice whereby the primary caregiver is recognized as having an essential role when decisions are being made about treatment, services, and other aspects of care of the child.

Respect for Diversity: Recognize cultural, individual and role differences and demonstrate competence in providing services that are sensitive to diverse family cultures.

Professional Competence: Keep current with latest knowledge about family supported practice and family supported recovery and seek guidance and feedback from colleagues and supervisors to improve effectiveness.

Propriety: Act in accordance with the laws and statutes regarding all issues that affect the CRPA-F's work. Recognize situations that involve ethical dilemmas and consult with supervisors and colleagues to seek appropriate resolution.

Confidentiality & Privacy: Respect the right to privacy and confidentiality of families and youth in accordance with the law and professional best practices.

Commitment to Partnership: Partner with a wide range of community organizations, and resource people, to support families to make connections to ongoing natural supports that reflect their culture, interests, and preferences.

Integrity: Act with integrity in relationships with colleagues, families, youth, other providers and organizations, referral sources and other professionals in a way that promotes respect for the profession and improved outcomes for families and youth.

Responsibilities when Certified: Meet and comply with all terms, conditions, or limitations of the CRPA-F. Treat colleagues and other professionals with respect and dignity, working with them to serve the best interests of the family and youth.

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Peer Practitioner Ethical Considerations

Ethical Decision Making
per William White

1. Impacted Parties
2. Core Recovery Values
3. External Authorities

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Supporting Peer Practitioners

Manager

- Helps team understand performance goals and behaviors
- Schedules work hours and shifts
- Identifies and resolves workplace problems
- Assists in hiring/firing

Mentor

- Ensures that staff is properly trained for specific roles
- Provides feedback on performance
- Assists in resolving emergencies and other crises
- Proposes continuing professional development options

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Peer Practitioners | Summary

- **Professionals**
  - Practice-specific education
  - Profession-specific ethics
  - Role-specific Board certification
- **Transparent Practice:**
  - Trans-systems competencies codified in standard knowledge, skills, abilities inventory
- **Accountable Practice:**
  - Governed by professional ethics and answerable to the certifying Board

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Ethical and Boundary Considerations for Peer Application Across Intercepts

Linda Sarage

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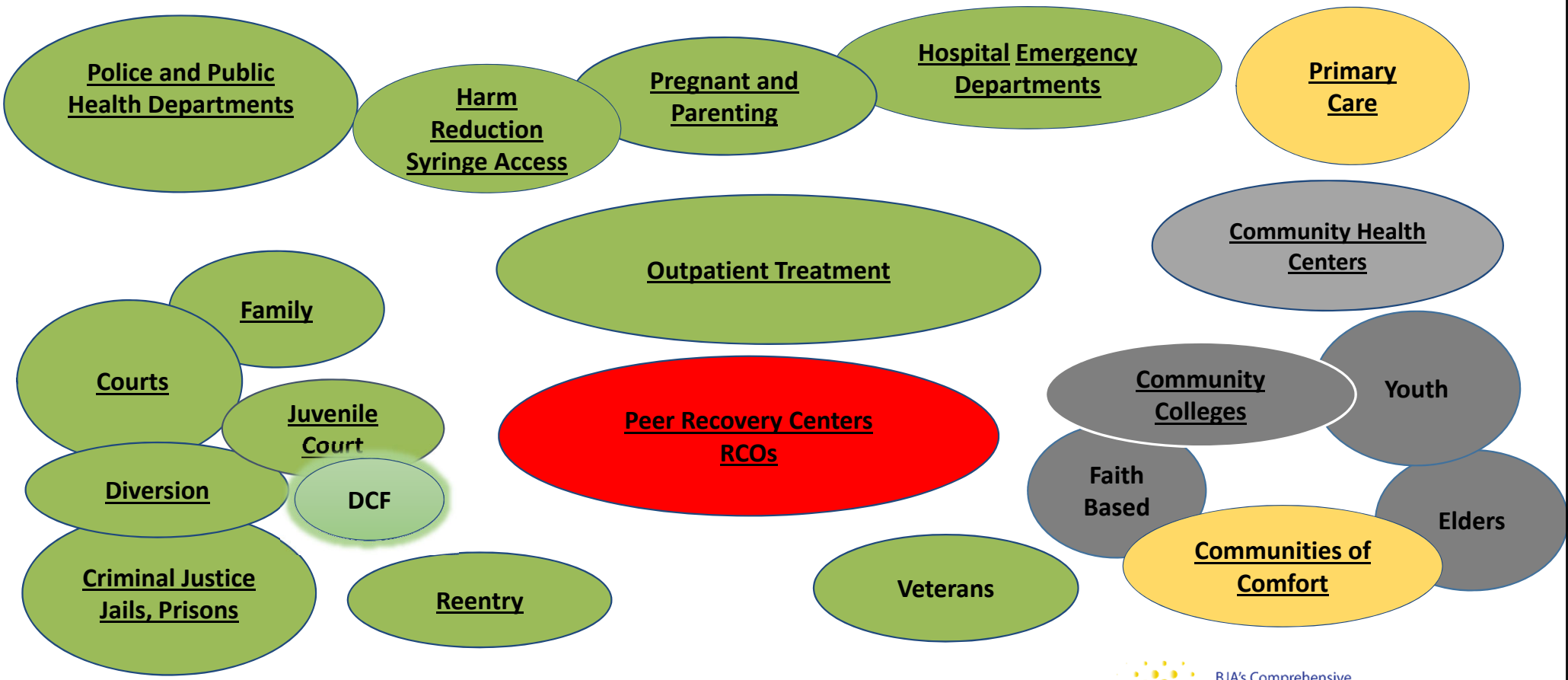
Organizational Challenges for Peer Practitioners



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Organizational Culture

- Challenges in defining ethical guidelines for peers across intercepts
- Institutional groundwork to integrate peer support
- Defining your organization's recovery values
- Addressing bias and stigma

Boundary Considerations and Supervision

- Specialized training in peer support
  - Supportive
  - Administrative
  - Educative
- 1:1 weekly and as needed
- Group supervision
- Peer practitioner learning community

Behavior of Peer Practitioner in Support Relationship	Zone of Safety (Always Okay)	Zone of Vulnerability (Sometimes Okay; Sometimes Not Okay)	Zone of Abuse (Never Okay)
Giving gift			
Accepting gift			
Using drug culture slang			
Giving a hug			
Attending recovery support meeting together			

Ethical Considerations and Role Clarity

Goals of recovery coach

- Link to recovery community of person's choice
- HELP IDENTIFY and REMOVE BARRIERS
- CONNECT with SUPPORT RESOURCES
- Encourage hope, optimism, wellness

Other peer practitioner roles: recovery specialist, peer navigator, certified peer specialist, community health worker . . .

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Relationship and Connection

- Ethical considerations differ between peers and more traditional service providers
- Common ethical challenges for peers

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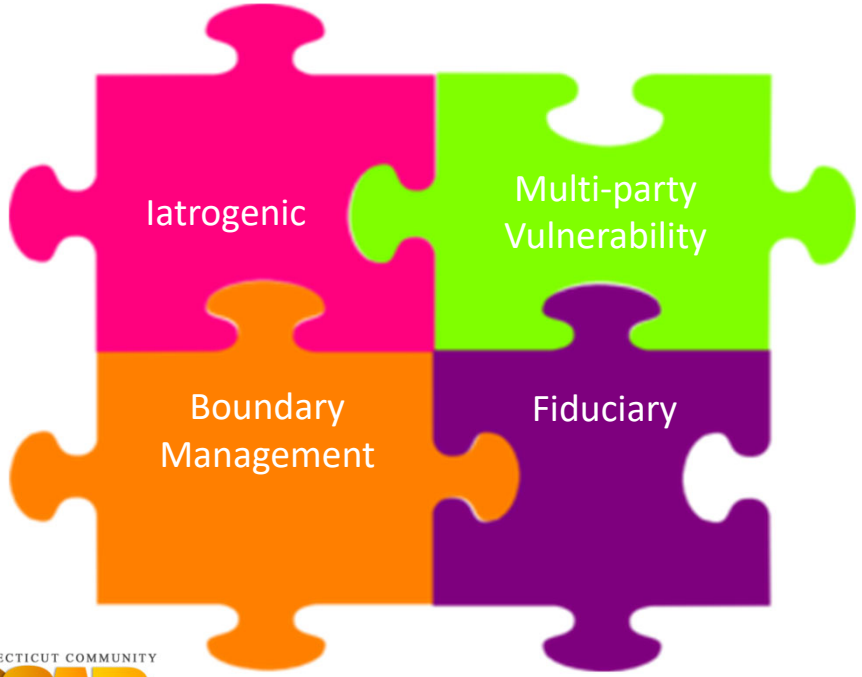
Ethical Considerations and the Complexity of Peer Support

- Will not always keep us safe!
- Ethical guidelines provide a framework for decision making
- Help to prevent conflicts
- Help to resolve conflicts
  - Protect the individual being supported
  - Protect the peer practitioner
  - Protect the organization
  - Protect the peer practitioner field



CONNECTICUT COMMUNITY CCAR FOR ADDICTION RECOVERY

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Resources

- Ethical Guidelines for the Delivery of Peer-based Recovery Support Services
  - William L. White, M.A., and the PRO-ACT Ethics Workgroup

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Questions?

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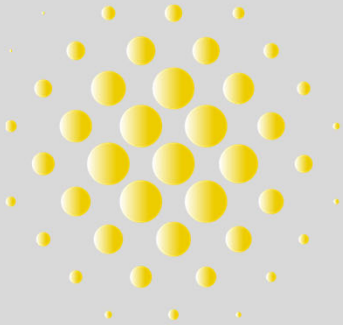

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