FARR
Florida Association of Recovery Residences

PROCEDURAL

FARR Certified Residences ensure all owners, managers and staff receive an orientation to the FARR's Code of Ethics and document their agreement to abide by these principles as a condition of employment

This orientation includes confirmation that all owners, managers and staff successfully complete FARR Ethics and FARR Standards training annually. Certified Recovery Residences must ensure each newly hired staff member completes these two mandatory trainings within their first ninety (90) days of employment

Where applicable, the professional staff at each site shall review all pertinent Codes of Ethics annually, and attest in writing to their willingness to abide by the principles

Certified Residences ensure that residents receive an orientation as to their rights and responsibilities upon admission, including their right to receive ethical care. Confirmation of this orientation must be documented in each individual resident's file

Certified Residences ensure all residents are provided information during their orientation regarding the process and steps residents may take to report any ethical or standards violations. Confirmation of this orientation must be documented in each individual resident's file

The website of all Certified Residences must provide a prominently displayed link to the FARR Code of Ethics and the FARR Grievance Form shall also be posted on the Certified Residences website or clearly linked to same on the FARR website within thirty (30) days of issuance of the Certificate of Compliance

FARR Certified Residences should ensure that no retribution, intimidation, or any negative consequences shall occur if a grievance or complaint has been filed

CONFIDENTIAL INFORMATION

While employed at any Certified Recovery Residence and after such employment ends, confidential information must never be disclosed except with the resident's written authorization or as allowed under Federal and/or State law. No employee or volunteer of any FARR Certified Residence may use, or permit others to use, confidential information for the purpose of furthering a private interest or as a means of generating profit. The definition of confidential information is any information that has been entrusted and provided to Recovery Residence management assumed and considered private.

CODE OF ETHICS

Commited to setting the standards for quality recovery residences in Florida

RESPONSIBILITY TO RESIDENTS

1. The primary obligation of Owners, Managers, Staff and Volunteers of Certified Residences is to respect the integrity and promote the welfare of the resident, whether the resident is assisted individually or in a community setting. In a community setting, Owners, Managers, Staff and Volunteers of Certified Residences are also responsible for taking reasonable precautions to protect individuals from physical and/or psychological trauma resulting from interaction within the Community
2. FARR Certified Residences shall ensure that in any community setting, staff, volunteers and visiting sponsors, recovery coaches and/or counselors set a norm of confidentiality regarding all community participants' disclosures
3. FARR Certified Residences ensure that if a resident is or has been in a therapeutic relationship with professional person or entity, staff attempts to make contact with that professional person or entity after obtaining proper releases for the exchange of relevant information from the resident. These contacts or attempts to contact must be documented in the resident record
4. When it has been determined that the Resident's needs are not being met at the current level of care/support, the Resident will be receive the necessary assistance with residential placement in the appropriate level of care/support. When it has been determined that the Resident's needs are not being met at the current level of care/support, the Resident will be receive the necessary assistance with residential placement in the appropriate level of care/support.
5. Certified Residences should ensure that, if a resident's condition indicates there is a clear and imminent danger to the resident or others, staff (per Certified Residence policy and procedure) alert first responders to address danger and risk and then apprise Recovery Residence supervisor/manager/administrator; staff should be trained to appreciate any and all imminent harm potential is beyond the scope of the Recovery Residences level of support and must be referred and deferred to professionals
6. Owners, Managers, Staff and Volunteers of Certified Residences refrain from any practice of intimation, bullying or otherwise threatening or discriminatory behavior; relying instead upon the appropriate, consistent and uniform application of written residence rules and consequences
7. No Owners, Managers, Staff and Volunteers of Certified Residences will solicit or accept any commission, fee, or anything of monetary value from residents, other related persons, or referral sources, including, but not limited to, the borrowing of money from a resident under any condition or circumstance (see Ethical Conflicts below)
8. Certified Residences ensure that if a resident's condition deteriorates, i.e. relapse or psychological deterioration, referral and linkage to appropriate interventions will be made.
9. Certified Residences ensure fair and equitable financial policies and procedures pertaining to scholarships and repayment processes, i.e.
    a. Scholarships: (Partial or Full) Residents are orientated to the type of scholarship and specifically what is and is not included in the scholarship. Orientation is acknowledged by resident signature and documentation is maintained in the resident file.
    b. Repayment Structure: Certified Residences who structure a payment plan for admission and/or ongoing fees should ensure the payment plan is fair and equitable, and the resident is afforded the financial means to personally care for repayment.
    c. Fees should be renegotiable if the resident's financial ability is altered and in no way inhibit the resident from seeking alternative employment which would strengthen their wellbeing.

ETHICAL CONFLICTS

Certified Residences and their employees shall excuse themselves from taking an active part in the recovery and/or treatment plans of relatives, close friends, and/or business acquaintances

Certified Residences and their employees may participate in political activities on their own time and in accordance with their individual desires and preferences, but it must be clear at all times that they are doing so as individuals and not as representatives of FARR or their organization unless specifically agreed to by FARR or their Recovery Residence Administrator

Certified Residences and their employees may not offer, pay, solicit, or receive any commission, bonus, rebate, kick-back, or bribe, directly or indirectly, in cash or in-kind, or engage in any split fee arrangement, in any form whatsoever, to induce the referral or in return for the acceptance or acknowledgment of treatment, of patients or patronage to or from a health care provider or health care facility as defined in FS 817.505. licenseable entities must remain compliant with defined by Section 397.321, F.S. and Rule 65D-30, F.A.C.

Certified Residences ensure that former clients are not be hired as an employee at any site unless a significant period of time has elapsed. At a minimum, a six (6) month prohibition period should be clearly stated in the Certified Recovery Residences policy and procedures regarding employment of former clients

Certified Residences ensure all program associates refrain from engaging in any non-therapeutic dual relationships for a minimum of 2 (two) years. If a more restrictive time frame is listed in an employee's professional ethics code, then that time frame shall apply

Certified Residences shall not provide clinical or therapeutic interventions which are licensable under Chapter 65D-30, Florida Administrative Code without a license issued by the Department of Children and Families, Substance Abuse and Mental Health Program Office

RESPONSIBILITY TO COLLEAGUES

Owners, Managers, Staff and Volunteers of Certified Residences having knowledge of unethical practices on the part of another colleague shall report such practices to the Recovery Residence Administrator and/or, as needed, to the colleague's professional Ethics Board

Owners, Managers, Staff and Volunteers of Certified Residences should not use the workplace for proselytizing religious, political, or economic issues. However, faith-based programs are encouraged to share their personal testimony and experience as a peer with residents who have elected to reside in the faith-based Certified Recovery Residence

MARKETING ETHICS

Owners, Managers, Staff and Volunteers of Certified Residences shall not knowingly make marketing claims or create any advertising, or allow for any advertising to be created on their behalf, which contain

A. False or misleading statements or exaggerations;
B. Testimonials that do not really reflect the real opinion of the involved individual;
C. Price claims that are misleading;
D. Promotional offers designed to induce enrollment in exchange for free rent, air travel, grocery cards, gym member-ships and/or other such "freebies"
E. Therapeutic strategies for which licensure and/or counseling certifications are required but not applicable at the Certified Recovery Residence.

CODE OF ETHICS

By signing this agreement I attest that I have read and understood the FARR Code of Ethic's and agree to abide by the terms set within. Furthermore I understand that failure to comply with the FARR Code of Ethics may result in suspension and or revocation of my organization's Certification.

Print name: _____

Title: _____

Cellphone: _____ **Email Address:** _____

Organization: _____

Address: _____

Date: _____