

## Code of Ethics

Community Residential Services Association (CRSA) member organizations and candidates for membership commit to the following standards of conduct, adapted from the Code of Ethics of the American Network of Community Options and Resources (ANCOR). These standards apply to the supports provided and the professional relationship we have with the people we serve, their families and legal representatives, and with colleagues, related agencies, and the community as a whole. The member organization should view its obligation in a wide context, taking all the principles into consideration and choosing a course of action consistent with the spirit and intent of this code.

Each CRSA member shall:

- Provide residential support and services as a public trust that ensures integrity, compassion, and respect for individual differences and choice
- Provide supports and services designed to meet the needs of the individual, with emphasis on personal power and choice, integration in the least restrictive environment, health and safety, relationships, and personal growth and development
- Respect the privacy of the people we serve and protect their right to confidentiality
- Give preference to our professional responsibility over any personal interests
- Meet applicable licensing and certification requirements
- Advocate for needed support services within our community, state, and nation that promote high quality outcomes for people
- Encourage and advocate for the protection of the person and the community against unethical practices or actions by other individuals or organizations engaged in providing supports to people with developmental disabilities
- Not discriminate against any person based on any reason protected by law, rule, or contract, and shall work to eliminate or prevent such discrimination in providing supports and services
- Promote inclusion and equitable treatment of all people
- Serve as a responsible steward for public and private funds
- Be accountable for statements made with respect to people with disabilities, and clearly distinguish statements and actions made as an individual from those made as a representative of CRSA