

FAMILY CENTERED SERVICES OF ALASKA ORGANIZATIONAL CODE OF ETHICS

PREAMBLE

Family Centered Services of Alaska is a community mental health clinic that provides comprehensive mental health services to individuals and their families. This requires a complex internally integrated and externally networked system comprised of multi-disciplinary highly skilled professionals, para-professionals, skilled workers, and support personnel. Each employee has the responsibility to: act in a manner consistent with the ethical principles outlined in this organizational statement and its supporting policies; to perform their duties with integrity, honesty, fairness, and diligence; and adhere to the highest principles of dignity and respect for all we serve. We further recognize and understand that this responsibility extends to all clients, their families, staff, the community, and a wide network of external systems and providers. We will strive to provide comprehensive, effective treatment and service delivery while applying our ethical standards equally, consistently, and without compromise.

GENERAL PRINCIPLES

- We will perform all duties with beneficence (doing good) and non-maleficence (doing no harm).
- We will strengthen the agency treatment effort by devoting our energy toward the production of quality work.
- We will accept no gifts from clients, their families or friends, vendors, or from any other source associated with the performance of our duties that has any potential to influence or creates a perception of influence.
- We will honor and respect all racial, sexual, ethnic, cultural, and religious differences and refrain from any and all acts of harassment or slurs related to race, sexual orientation, religion, ethnicity, cultural diversity or position within the organization by treating others with courtesy and respect.
- We will, as professionals, perform and fulfill our duties consistent with the principles, values, and obligations established in our applicable professional code of ethics and are subject to sanctions from the same.
- We will responsibly report all ethical violations to appropriate supervisors without fear of retaliation or reprisal.

CLIENT CARE PRINCIPLES

- We respect and honor the rights, dignity, well being, and privacy of all clients.
- We will respect and protect the emotional vulnerability of all clients and refrain from encouraging, developing, fostering, or maintaining intimate or inappropriate personal employee/client relationships.
- We will protect all clients from any form of abuse, neglect, or exploitation.
- We will maintain the highest level of client confidentiality at all times.
- We will encourage and include, whenever possible and to the extent possible, the family or designated others in the treatment of the client.
- We acknowledge the client's right to refuse to perform work in or for the agency.
- We recognize and accept the autonomy of clients and the right of those with capacity to make their own health care decisions, including refusal of treatment.
- We will honor and respect client's advance directives and durable powers of attorney regarding their health care wishes and decisions.
- We will respect the right of all clients and staff to refuse to participate in any research or experimentation without first obtaining legally adequate and express written consent and insure no compromised service delivery for refusal to participate.

ADMINISTRATIVE PRINCIPLES

- We recognize our position of public trust and will represent our services and capabilities fairly and accurately to the public.
- We will make decisions about admissions, discharges, and transfers of clients with purely the best interest of the client in mind.
- We will ensure that the integrity of clinical decision making shall be protected and not be compromised regardless of any consideration related to the compensation or shared financial risk between the facility and its leadership.
- We will advise clients about their financial responsibility to the agency, if any, and provide assistance to them in accessing possible resources while never denying admission or pursuing transfer based upon an individual's indigent status.
- We will perform all billing and reimbursement practices with honesty and accuracy utilizing detailed accounting procedures.
- We will provide treatment in the most efficient and effective manner possible and refrain from unrealistic lengths of stay or inappropriate provision of services to our clients.
- We will refrain from contractual agreements with organizations or individuals where there is potential for conflict of interest.

CONFLICT RESOLUTION

- We will respect the right of staff members to not participate in any treatment, procedure, or activity approved by the facility that is in violation of, or in conflict with, their specific and identifiable cultural, religious, or ethical beliefs.
- We will promptly and courteously investigate and resolve all complaints from staff, our consumers, the public, or others regarding any aspect of our service delivery.