**Kentucky Drug Court Employees**

**Code of Ethics**

May 10, 2005

All Drug Court employees are engaged in a court referred treatment-oriented program. As such all

Drug Court employees shall consider themselves and conduct themselves as professionals.

**Principle 1: Non-Discrimination**

1. A Drug Court employee shall not discriminate against an individual due to race, religion, gender, ethnicity, age, sexual orientation or disabilities.
2. A Drug Court employee shall avoid bringing personal issues into a participant relationship. The employee shall place professional responsibility over personal interests.
3. A Drug Court employee shall be knowledgeable about disabling conditions, demonstrate empathy and personal emotional comfort in interactions with participants with disabilities, and make reasonable efforts to provide physical, sensory, and cognitive accommodations that allow participants with disabilities to receive services.

**Principle 2: Responsibility**

1. A Drug Court employee shall espouse objectivity and integrity, and shall maintain the highest standards in the services of the program and the court.
2. A Drug Court employee who is aware of unethical conduct or unprofessional behavior shall report such behavior to the appropriate authority.
3. A Drug Court employee shall support coordination, collaboration, and cooperation with other individuals and organizations assisting those whose lives are impaired by alcohol and other drug abuse.

**Principle 3: Competence**

1. A Drug Court employee shall recognize boundaries and limitations of the employee’s competencies, and shall not offer services, advice or use techniques outside these employee competencies.
2. A Drug Court employee shall assume personal responsibility for the quality and extent of services provided to the participant.
3. A Drug Court employee shall not offer nor provide services or advice if the employee is impaired due to mental incapacity or the use or abuse of alcohol or other substances.

**Principle 4: Legal and Moral Standards**

1. A Drug Court employee shall uphold the legal and accepted moral codes that pertain to professional conduct and shall be fully cognizant of all federal and state laws regarding court program services.
2. A Drug Court employee shall not claim, directly or by implication, professional qualifications or affiliations that the employee does not possess.

**Principle 5: Client Welfare**

1. A Drug Court employee shall promote the protection of the public health, safety, and welfare and the best interest of the participant.
2. A Drug Court employee shall consider the ability of a participant to meet the financial cost when making referrals to outside agencies.

**Principle 6: Confidentiality**

A Drug Court employee shall adhere to all federal and state laws regarding confidentiality and shall not disclose confidential information unless permitted or required to under confidentiality laws.

**Principle 7: Client Relationships**

1. A Drug Court employee shall safeguard the integrity of the relationship and ensure the participant has reasonable access to effective services.
2. A Drug Court employee shall not provide drug court services to family members, friends, close associates, or others that would create a conflict or an appearance of impropriety.
3. A Drug Court employee shall not exploit relationships with current or former participants for personal gain, including social or business relationships.
4. A Drug Court employee shall not under any circumstances engage in sexual behavior with current or former participants or accept as participants persons with whom the employee has engaged in sexual behavior.
5. A Drug Court employee shall not engage in inappropriate behavior with participants or former participants.
6. A Drug Court employee shall not engage in or otherwise develop a personal relationship outside the business context with any participant.

**Principle 8: Inter-Employee Relationships**

1. A Drug Court employee shall treat colleagues and other professionals with respect, courtesy, and fairness.
2. A Drug Court employee shall not exploit any relationship with supervisees, employees, students, colleagues or volunteers.
3. A Drug Court employee shall not engage in inappropriate behavior with supervisees, employees, students, colleagues or volunteers.

**Principle 9: Remuneration**

1. A Drug Court employee shall not receive any personal or financial gain for referral of a participant for employee services.
2. A Drug Court employee shall not behave in a manner that would create an appearance of or an actual conflict of interest

**Principle 10: Public Statements**

1. A Drug Court employee shall accurately attribute the basis of his or her statements concerning matters related to alcohol and drug issues.
2. A Drug Court employee shall in no way violate the copyright of anyone by reproducing material in any form, except in those ways allowed under the copyright laws. This involves direct violation as well as failure to report a violation of copyright by others.

*The CSAMS Code of Ethics and the National Association of Alcohol and Drug Abuse Counselors Code of Ethics were utilized in the development of the Kentucky Drug Court Employees Code of Ethics.*