

ETHICS and BOUNDARIES

Ethics in Peer Service Settings: Personal Checklist

Name: _____

| SELF | |
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| | I am aware of my own needs, preferences, and boundaries and the impact they have on my role as a peer leader. I act responsibly and do not seek to fulfill them in inappropriate circumstances. |
| | I am mindful of my responsibility to role-model recovery and leadership. |
| | I recognize my physical, emotional, psychological, and spiritual needs, limits, and boundaries. |
| | I seek out appropriate support — mutual aid meetings, supervision, professional (when needed) — to process my feelings and concerns. |
| | I manage my time to honor my need for replenishment and renewal, so that my needs do not interrupt or undermine my work as a peer leader. |
| | I actively pursue my own development, enrichment, and growth as a person. |
| | I actively seek feedback from others and am able to receive and use constructive criticism from others. |
| INTERPERSONAL | |
| | I act in ways that affirm the worth and dignity of individuals with whom I come in contact as a peer leader. |
| | I recognize that as a peer leader in whom trust and power have been placed, I am acting in a relationship of faith. I refrain from practices that allow me to meet my own needs in ways that potentially take advantage of others. |
| | I honor my authority as peer leader by refusing to manipulate others or use information to satisfy my personal needs. |

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| | I refrain from engaging in any exploitative relationship that abuses the power and undermines the trust that the organization or community has placed in me. |
| | I am eager to engage conflict in healthy ways, using communication that is open, direct, honest, compassionate, and constructive. |
| | I understand my responsibility, as a peer leader, to set clear and consistent boundaries with others, especially with peers who have not developed healthy boundary systems. I fully understand the need to set strong boundaries in regards to sex and intimacy when working with peers. |
| | In my relationships with others, I have examined and clearly communicated my commitment, motives, and intentions. I am clear with others and myself about the various, and sometime conflicting, roles that I carry out as a peer leader. |
| | In my helping role as peer leader, I do not do for others that which they can do for themselves. |
| GROUP/ORGANIZATION | |
| | In respect to the organization's commitment to diversity and inclusion, I eagerly serve all members of the community, of whatever age, race/ethnicity/culture, gender/gender expression, sexual orientation, physical and mental ability, socioeconomic status, theology/faith expression, national origin, or primary language. |
| | I seek to understand the dynamics of oppression on personal and institutional levels and their impact on my leadership role. |
| | I understand that my values, beliefs, and behaviors are culturally informed. I am willing to understand and accept cultural values, beliefs, and behaviors that I do not share. |
| | I recognize that my peer leadership is by consent of the organization and that my actions and decisions as a peer leader are a reflection of the organization. |
| | I respect the diversity of spiritualities and paths to recovery in the community, and I am careful that I do not make my personal form of expression or experience the norm. |
| | I use the resources and finances of the organization responsibly and prudently. I understand that my organization is funded with public money and is therefore accountable for stewarding those funds to serve people in the recovery community. |
| | I prepare for my roles and responsibilities as a peer leader, including seeking and pursuing training and education. |
| | I am careful not to criticize any other peer or organizational leaders in public. |
| | I am mindful that I respect and follow organizational protocols, including ones that require documentation and paperwork on my part. |
| | I am respectful that, as a peer leader, I may have access to information that must be kept in confidence. I acknowledge the power this gives me and use discretion in sharing such information so as to avoid harm to individuals, the organization, or the community. I understand that my peer leadership role requires careful discernment, and I need to seek help if I am concerned about the safety of an individual or the group/organization. |
| | I build positive, respectful relationships with my predecessors and successors to help build a legacy of strong, supportive peer leadership. |
| | I accept my responsibility as a representative of my organization and participate in actions that support its vision and mission. |
| | I understand that the peer project of my organization is funded with public money and is responsible for stewarding those funds. |