



## Organizational Code of Ethics for Rise Up Recovery

### 1. Mission and Values:

a. **Mission Statement:** Rise Up Recovery provides recovery services that empower people to rise up into a meaningful new life through the development of impactful connections with God, community, and self. "Redeeming Lives; Restoring Dignity"

b. **Core Values:**

We uphold a “recovery-first” value system, recognizing and honoring all pathways to recovery and believing that recovery is possible for everyone. We strive to make recovery accessible to all while helping to minimize barriers to recovery at the individual, familial, organizational, communal, and governmental levels.

i. *Respect:* We honor and respect each person as a resource and support them as they find and follow their individual pathways of recovery.

ii. *Integrity:* We live with personal integrity to align our inner and outer lives. We respond to each opportunity to heal our past wounds and trauma as to be instruments of grace for others.

iii. *Service and Strengths:* We focus on strengths and service, serving others wholeheartedly while fostering and encouraging personal strengths. We build on strengths while forgiving our humanness, which promotes change.

iv. *Effort and Excellence:* Every day, we put our best effort into our work, relationships, wellness, and self by striving to do everything within the standard of excellence.

v. *Unity:* We are stronger together – Unity and connection are of utmost importance to healing. Connection has transformative power.

vi. *Pursue Wellness and Recovery:* We believe in always pursuing wellness and recovery in any area of our lives. With a willingness to lean into discomfort, we model and move toward healing and growth.

### 2. Confidentiality and Privacy:

a. **Confidentiality:** We recognize the sensitive nature of personal information shared within the recovery process and ensure strict confidentiality in accordance with applicable laws and regulations. We support individuals sharing their lived experience in a way that upholds confidentiality and privacy.

b. **Privacy:** We maintain a safe and secure environment where individuals feel comfortable sharing their experiences without fear of judgment or breach of privacy.

### 3. Professional Conduct:

a. **Professionalism:** We conduct ourselves with professionalism, competence, and respect towards all stakeholders, including participants, volunteers, staff, and partners. We live our lives with an understanding that we represent the greater recovery community and work towards representing the hope of recovery in all aspects, including social media activity.

b. **Conflict of Interest:** We avoid conflicts of interest and refrain from engaging in activities that may compromise our ability to act in the best interests of the recovery community.

### 4. Non-Discrimination and Inclusivity:

a. **Non-Discrimination:** We are committed to providing services and support to all individuals in recovery without discrimination based on race, ethnicity, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law.

b. **Inclusivity:** We strive to create an inclusive and welcoming environment that embraces diversity and celebrates every individual's unique strengths and contributions. We recognize the importance of cultural humility and strive to maintain an attitude of openness, self-reflection, and respect toward the diverse cultural backgrounds and experiences of the individuals we serve and work with. We recognize the existence of systemic oppression and racism and strive to learn and grow individually and organizationally while leveraging privilege in a manner that builds up and supports marginalized groups and backgrounds. We actively and intentionally address stigma around substance use disorder, mental health, and wellness and provide safe space and education to reduce stigma whenever the opportunity arises.

### 5. Accountability and Transparency:

a. **Accountability:** We hold ourselves accountable for our actions and decisions, and we are open to feedback and constructive criticism from the recovery community, stakeholders, staff, and volunteers.

b. **Transparency:** We communicate openly and transparently with stakeholders about our policies, practices, and organizational decisions.

### 6. Financial Stewardship:

a. **Integrity in Finances:** We manage financial resources responsibly and ethically, ensuring that funds are used efficiently and effectively to support our mission and programs.

b. **Transparency in Financial Reporting:** We provide transparent financial reporting to stakeholders, including donors, funders, and participants, to demonstrate accountability and trustworthiness.

c. **Reinvestment in Recovery Community:** We reinvest a percentage of gross revenue back into the recovery community through various means, including recovery capital grants and the intentional development of our local recovery capital.

## **7. Compliance with Laws and Regulations:**

a. **Legal Compliance:** We comply with all applicable laws, regulations, and industry standards governing our operations and the provision of peer recovery services to the recovery community, including DHS and the MCB.

b. **Ethical Standards:** In addition to legal compliance, we adhere to high ethical standards in all aspects of our work, even in situations where the law may not explicitly dictate our behavior. Peer Recovery Specialists uphold the MCB's Ethical Guidelines.

## **8. Continuous Improvement:**

a. **Learning and Growth:** We are committed to continuous learning, improvement, and innovation in our programs and services to better meet the evolving needs of the recovery community.

b. **Evaluation and Feedback:** We regularly evaluate our performance and seek feedback from stakeholders to identify areas for improvement and make informed decisions.

c. **Cooperation and Collaboration:** We continually work to support other recovery organizations with a spirit of cooperation and collaboration, understanding that we are better and stronger together.

By adhering to these principles and values, we affirm our commitment to serving the recovery community with integrity, compassion, and respect and to upholding the highest standards of ethical conduct in all our endeavors.