

Code of Ethics — Staff, House Leads, Peer Mentors & Volunteers

Grace House · Grace For Addictions 1311 9th Street, Des Moines, Iowa 50314 · Office: 515-220-8771 · Warmline: 515-310-DIAL (3425) · gracehouse@graceforaddictions.org

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Required of every person serving Grace House in any capacity. (NARR core requirement.)

I commit to:

1. **Primacy of residents' interests.** Every decision serves residents' recovery, safety, and dignity first.
2. **Scope of role.** I provide peer and operational support only. I do not diagnose, prescribe, counsel clinically, or give legal or medical advice. I connect residents to qualified providers of **their** choice.
3. **No exploitation.** I will never exploit residents financially, sexually, emotionally, or for labor. I will not lend to, borrow from, sell to, or buy from residents, nor accept gifts beyond token value.
4. **Boundaries.** No romantic or sexual relationships with residents. No dual relationships that compromise judgment. If a prior relationship exists, I disclose it immediately.
5. **Confidentiality.** Resident information is shared only with signed consent or as required by law (mandatory reporting, imminent danger, court order). Residency itself is confidential.
6. **Medication respect.** I affirm all FDA-approved medications and every legitimate recovery pathway. I never disparage MAT/MOUD or any resident's chosen path.
7. **Honesty in records.** I document truthfully, completely, and on time. I never falsify, backdate, or omit.
8. **Cultural humility & fair housing.** I serve without discrimination and honor each person's culture, faith, identity, and story.
9. **My own wellness.** If I am in recovery, I maintain my own program. I model what I ask of others.
10. **Accountability.** I report ethical concerns — including my own mistakes — promptly to the Executive Director. Retaliation for good-faith reports is itself an ethics violation.

Name: _____ Role: _____

Signature: _____ Date: ____/____/____

Executive Director: _____ Date: ____/____/____