



# CARR - Code of Ethics



The Code of Ethics must be signed and abided by all sober living management staff. This statement commits the signer to adhere to this code of ethics and to maintain a vital concern for the lives and well-being of all persons.

1. Be dedicated to recognizing the dignity and worth of all those we serve. At all times, managers or other staff shall treat each client with respect and dignity.
2. Maintain an alcohol and drug-free environment.
3. Maintain quality housing that is consistent with the quality of the neighborhood. Demonstrate activities that benefit the immediate neighbors.
4. Staff members who are alcoholic and/or chemically dependent must be clean and sober for at least six (6) months and remain abstinent and actively involved in any given program of recovery. Staff members who are not alcoholics or chemically dependent remain alcohol-free during performance hours and be free from chemical use problems.
5. No physical violence, threats of violence, prejudice, or bullying are ever tolerated in the home.
6. Staff shall never become romantically or sexually involved with a client or anyone in the recovery/sober living/program home they assist.
7. Staff shall never become involved with clients' financial or business affairs unless providing client budgeting skills. This covers borrowing or lending money, buying or selling property, or other financial transactions other than any program or house fee transactions.
8. Managers and Staff -- Respect the privacy and personal rights of all clients.
9. Assure that no weapons, pornography, gambling, or advertisement of drugs or alcohol are allowed on sober living premises.
10. No unethical drug or alcohol screening price gouging, insurance fraud, or any fraud permitted.
11. No brokering of clients for financial gain or "kickbacks" between any and all Recovery Providers. Shall offer resources to clients determined to best fit clients' needs. Adhere to ethical financial policies and procedures.
12. Adhere to the Management Health, Safety, and Staff standards set forth in CARR Standards and Ethics Codes.
13. Maintain all Policies and Procedures as presented.
14. Owners/Providers must pass a background check<sup>1</sup>

PERSONAL STATEMENT:

**If a sober living owner or manager is found to have violated any of the above code of ethics of the Colorado Agency of Recovery Residences after receiving appropriate notice and an opportunity to be heard, such violation may subject the members of the individual to review or impose penalties.**

**These penalties may include but are not limited to: public reprimand, suspension, or revocation of membership.**

**This action does not curtail any of the other rights and remedies of the parties to redress, nor shall a determination of a violation rise to the level of proof as if the matter were heard in a court of competent jurisdiction.**

Recovery Residence Organization Name(s) \_\_\_\_\_

Name (printed) \_\_\_\_\_

Title \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

<sup>1</sup> Each background check eligibility will be reviewed based on when the offender was convicted & the severity of the offense. Please note that felony convictions less than four years from the date of application and any convictions of Sex Crime offenses will be reviewed on a case-by-case base for certification by CARR.