

Welcome to Advanced Peer Support!



Session 1: Ethics in Peer Support

Session 2: Understanding Issues in Re-entry

Session 3: Trauma-Informed Peer Support

Session 4: Leading Effective Support Groups

Session 5: Advocacy in Peer Support

Session 6: Professional Development and Finding

Roles in Peer Support

Objectives for Sessions #1-3

Topic	Objectives
Ethics	Students will be able to apply ethical principles for peer support effectively, resolve ethical dilemmas, and explain the importance of ethics in the field, as demonstrated through reflective worksheets, case study discussions, and resolution of ethical dilemmas.
Issues in Reentry	Students will be able to develop a comprehensive plan addressing challenges in reentry and apply evidence-based strategies to provide effective peer support, evaluated through a written plan covering common challenges and evidence-based approaches.
Trauma - Informed Peer Support	Students will be able to explain trauma, apply trauma-informed care principles, and demonstrate active listening and communication techniques for supporting trauma survivors, assessed through class discussions, case study applications, and role play scenarios.

Objectives for Sessions #4-6

Topic	Objectives
Support Groups	Students will be able to lead and facilitate support groups effectively, apply facilitation techniques, maintain professionalism, adapt approaches to diverse group needs, and promote group cohesion, assessed by leading a practice support group and completing a support group facilitation rubric.
Advocacy	Students will be able to identify macro-level issues related to reentry and incarceration, recognize the importance of advocacy in peer support, and enhance advocacy skills through persuasive letters and personal narratives, assessed by group discussions, research activity, and letter writing using a rubric.
Professional Development	Students will be able to identify desired skills and qualifications, summarize their strengths, locate employment and volunteer opportunities, and value ongoing learning, assessed through a strengths inventory, description of skills, identification of opportunities, and recognition of the importance of professional development.

Course Expectations



**Active
Participation**

**Ethical
Practice &
Confidentiality**



Preparation

**Positive Regard
of All People**



**Respectful
Communication**

**Critical
Self-Reflection**



**Non-
Judgmentalism**

**Openness
To New Ideas**

Ethics in Peer Support

Advanced Peer Support
August 3, 2023



Session #1 Objectives

1. Distinguish moral values from ethical principles and resolve dissonance.
2. Identify the importance of ethical principles
3. Explain the importance of ethics in peer support and its benefits for the peer support worker and the peer
4. Apply DBSA's ethical principles for peer support effectively to resolve ethical dilemmas

Reflective Question #1



How would you define ethics based on what you know today and your past experiences?

01

Why do we have ethics?



01

**Why do we
have ethics?**

- Trust & Safety**
- Avoiding Harm**
- Professionalism**
- Protection**
- Inclusivity & Respect**
- Reducing Power Dynamics**
- Sustainability**
- Effectiveness**

02

Morals vs. Ethics



Morals

Individual beliefs and values that guide behavior and determine what is right or wrong. These are often influenced and uniquely developed by the cultural, religious, and personal backgrounds of each individual.



Share your answers from #2



Ethics

Societal principles and standards that govern acceptable conduct that provide a framework for acceptable decision-making in a specific context or profession.

Question #3: Moral Value or Ethical Principle?

01

**Upholding strong
personal beliefs**

Moral Value

02

**Treating others with
dignity and respect**

Moral Value

03

**Being truthful
and sincere**

Moral Value

04

**Safeguarding sensitive
information**

Ethical Principle

05

**Recognizing and
protecting rights**

Ethical Principle

06

**Respecting diverse
backgrounds and beliefs**

Ethical Principle

Resolving Dissonance Between Morals & Ethics

01

Self-Reflection

02

Review Ethical Guidelines

03

Consult with Others

04

Seek Professional Development

05

Practice Cultural Humility

06

Non-Judgmental Attitude

07

Boundary-Setting and Respect

08

Recognize Your Limitations

09

Ethical Dilemma Resolution

10

Seek Personal Support



3

DSBA's Model Code of Ethics for Peer Specialists

A Model Code of Ethics for Peer Specialists

The primary responsibility of the Peer Specialist is to help those they serve achieve self-directed recovery, advocating for the full integration of individuals into communities of their choice. The following principles guide Peer Specialists in their various professional roles, relationships, and areas of responsibility.

1. Peer Specialists believe that every individual has strengths and the ability to learn and grow.
2. Peer Specialists respect the rights and dignity of those they serve.
3. Peer Specialists openly share their personal recovery stories with colleagues and those they serve.
4. Peer Specialists seek to role-model recovery.
5. Peer Specialists respect the privacy and confidentiality of those they serve.
6. Peer Specialists never intimidate, threaten, or harass those they serve; never use undue influence, physical force, or verbal abuse with those they serve; and never make unwarranted promises of benefits to those they serve.
7. Peer Specialists do not practice, condone, facilitate, or collaborate in any form of discrimination on the basis of ethnicity, race, gender, sexual orientation, age, religion, national origin, marital status, political belief, or mental or physical disability.
8. Peer Specialists maintain high standards of personal conduct.
9. Peer Specialists conduct themselves in a manner that fosters their own recovery, maintaining healthy behaviors.
10. Peer Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve.
11. Peer Specialists never engage in sexual/intimate activities with colleagues or those they serve.
12. Peer Specialists do not accept gifts of significant value from those they serve.
13. Peer Specialists keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve.



DSBA's Model Code of Ethics for Peer Specialists

Peer support specialists.....

BELIEVE

that every individual has strengths and the ability to learn and grow.

1

2

RESPECT

the rights and dignity of those they serve.

OPENLY SHARE

their personal recovery stories with colleagues and those they serve.

3

4

SEEK

to role model recovery.

DSBA's Model Code of Ethics for Peer Specialists

Peer support specialists.....

RESPECT

privacy and confidentiality
of those they serve.

5

6

NEVER

intimidate, threaten, harass,
use undue influence,
physical force, or verbal
abuse with those they serve

NEVER

make unwarranted
promises of benefits to
those they serve.

6

7

DO NOT

practice, condone, facilitate,
or collaborate in any form of
discrimination on the basis of
social identities*

**ethnicity, race, gender, sexual
orientation, age, religion, national
origin, marital status, political belief,
or mental or physical disability.*

DSBA's Model Code of Ethics for Peer Specialists

Peer support specialists.....

MAINTAIN

high standards of personal conduct.

8

9

CONDUCT

themselves in a manner that fosters their own recovery, maintaining healthy behaviors.

DO NOT

enter into dual relationships or commitments that conflict with the interests of those they serve.

10

11

NEVER

engage in sexual/intimate activities with colleagues or those they serve.

DSBA's Model Code of Ethics for Peer Specialists

Peer support specialists.....

DO NOT ACCEPT

gifts of significant value from those they serve.

12

13

KEEP CURRENT

with emerging knowledge relevant to recovery

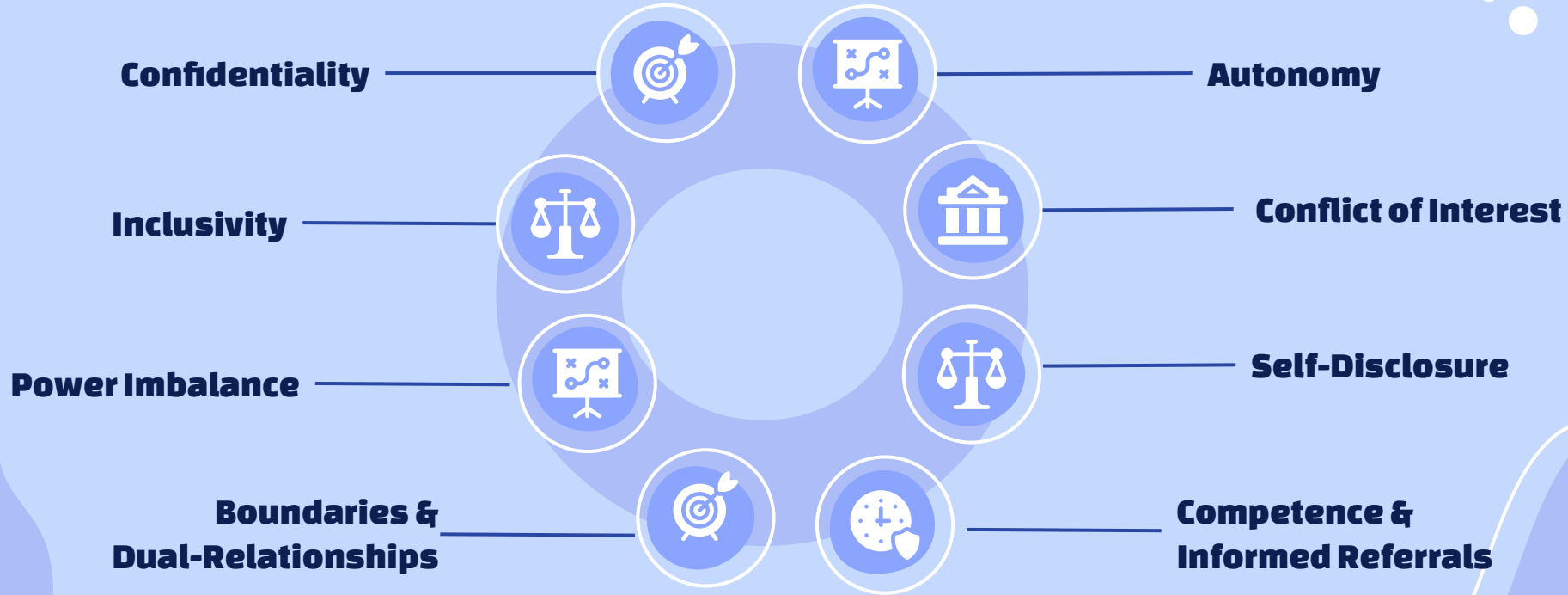
OPENLY SHARE

this knowledge with their colleagues and those they serve

13

HOW DO THESE BENEFIT YOU AND THE PEOPLE YOU WORK WITH?

Highlighted ethical issues in reentry



Examples of ethical issues

Conflict of Interest

Emily is a part-time peer support worker. John expresses interest in going to detox. Emily refers him to Community Detox Center, where she works as her primary employment.



Dual Relationship

Mary is working with Jane for peer support. Jane is struggling to find employment with her criminal background. Mary owns a local bakery and offers a job to Jane.



Autonomy & Confidentiality

Sam was recently released. Jessica is providing him with peer support and determines that vocational training could be helpful for him. She completes the enrollment form for him before talking with him.



Ability to Grow & Dignity

Jason is working in peer support and tells his supervisor that he will not work with anybody who is on parole or on the registry because they are "too difficult to support."



4

Models for Resolving Ethical Concerns



Risk of Harm

Who has the potential to be harmed in the given situation, and how badly would they be harmed?



Review Codes

Are there any core principles that apply to this situation, and what course of action would these values suggest be taken?



Review Policies

What laws or organizational policies apply to this situation, and what actions would they suggest or dictate?



Ethics Grid

What do you think?



Ethics Grid Directions: Place a GREEN dot on square that describe an action you feel is usually ethical, a YELLOW dot on squares where you would seriously question the action, and a RED dot on activities you feel would be unethical. When everyone has finished, discuss where you agree or not, and how you make the decision whether the action is ethical or not.

Giving a small gift	Accepting a gift worth under \$10	Giving a hug
Telling someone "You're one of my favorite people"	Invitation to come to your home for holiday dinner	Telling someone they look attractive
Giving out your cell phone number	Borrowing money or accepting a loan	Sexual relationship with family member of a peer
Using drug culture slang	Telling a child their parents are too strict	Attending recovery support meetings together

Going to church together	Telling someone about the difficulties in your divorce and how upset you are	Hiring the peer to do work at your home
Asking youth to babysit	Having one sexual encounter with an adult in services	Describing your culture and identity
Convincing someone why they should take medications	Convincing someone they should remain sober	Telling a youth they should go to college
Not documenting things a peer asks you not to	"Friending" a peer on Facebook	Discussing a peer with another CPC not on the peer's team
Reading a medical record of someone you're not working with	Educating someone about their diagnosis	Sharing how spirituality is important to you in your recovery
Describing how your child became more successful in school	Describing how it feels to be in recovery	Helping a peer plan how to talk to the team about not taking medications

ACA's Practitioner's Guide to Ethical Decision Making



05

Role Plays on Ethical Concerns





“Jada is working with Marcus. She noticed that while she was trying to gain his trust and start a partnership, he had started to get more and more flirtatious. She oriented him to the goals of the peer support relationship, but it didn’t seem to deter him. Jada wondered if she was doing something to lead him on, or whether he expected that all relationships with women were supposed to be romantic. She is starting to dread the meetings.”



“Zia has many assets that would qualify her as an excellent certified peer specialist, but in interviewing her for a position, you are concerned about one potential problem. Zia passionately believes that the 12-step program of Alcoholics Anonymous is the only viable framework of long-term addiction recovery, and she expresses considerable disdain for alternatives to Alcoholics Anonymous. What ethical issues could arise if Zia brought her biases in this area into her work as a peer specialist?”



“Alex has developed a strong rapport with one of the participants, Max. Max has shared that he is struggling with finding stable housing and securing employment after being released from prison. Alex genuinely wants to help Max and offers to assist him with his job search. Alex starts making phone calls on Max’s behalf to potential employers, advocating for him without explicit consent. What ethical concerns exist?”



“Tim is a peer with whom you have been working for several months. He has sent you a friend request on social media and asked why you have not accepted it.

How would you answer and what ethical considerations exists?”

06

Ethical Dilemmas



What about right versus right?

Right vs Wrong

Conflict between
clearly ethical &
unethical values

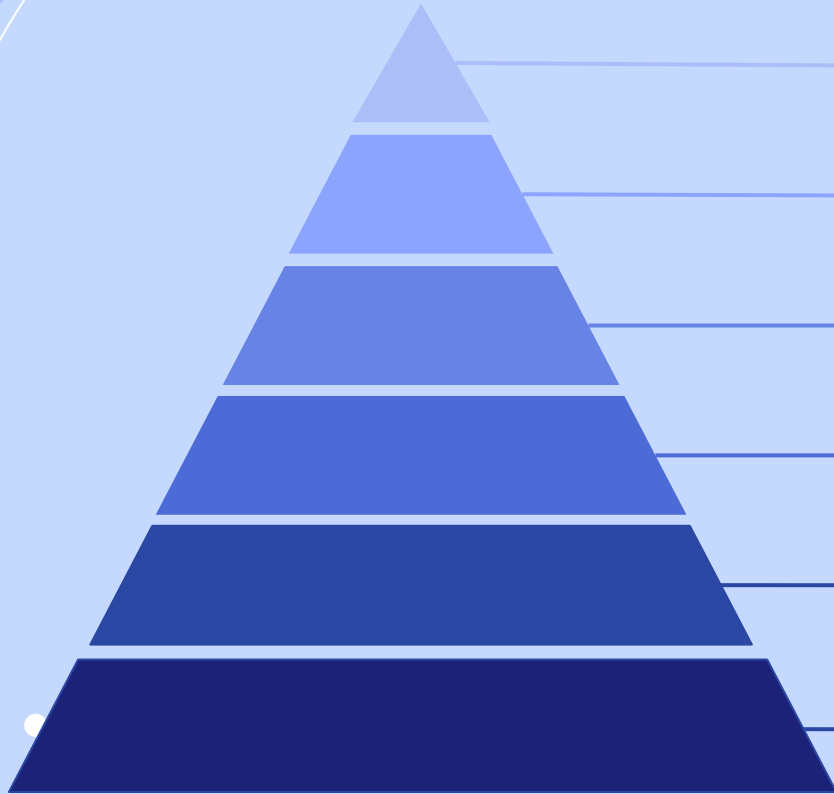
Right vs Right

Conflict among
two or more
values, all ethical

Wrong vs Wrong

Conflict among two
or more values, all
unethical

How can we resolve a right versus right dilemma?



ACT

Act on your choice and evaluate the outcome.

EXPLAIN

Explain, defend, and document your selected course of action.

REVIEW

Review the consequences of each option. Test scenarios.

ESTABLISH

Establish the options available.

UNDERSTAND

Understand the facts of the situation at hand.

RECOGNIZE

Recognize that there is an ethical dilemma in question.

Case Study Scenarios

- **Review** the case study scenario.
- **Establish** which ethical concerns are present and if it corresponds with a principle in the DBSA Code of Ethics.
- **Look** at the possible options to respond.
- **Consider** the outcomes and potential consequences of each option.
- **Determine** how you would proceed.
- **Cite** which ethical principles you took into consideration when deciding.



Case Study Scenarios

Peer Specialist Alice is providing support to a client, Bob, who is in the process of reentering society after serving a prison sentence. Throughout their peer support sessions, Alice shares her personal recovery story with Bob, detailing her own experiences with addiction and the challenges she faced during her reintegration process. Alice believes that sharing her journey can provide hope and encouragement to Bob, helping him understand that recovery is possible. On the other hand, Alice is also aware of the ethical principle of seeking to role-model recovery. She understands the importance of modeling healthy behaviors and demonstrating positive coping strategies to inspire those she supports. Alice wants to be a role model for Bob by showing him that she has overcome obstacles and is now living a fulfilling life in recovery. However, Alice starts noticing that sharing her personal recovery story repeatedly during sessions may overshadow the focus on Bob's needs and goals. Bob seems interested in her experiences, but he starts relying on Alice's achievements rather than developing his own coping mechanisms. Additionally, Alice becomes concerned that she may unintentionally trigger some of Bob's own traumatic memories, given the similarities between their past experiences. Alice wants to provide support and hope through her personal story but also understands that being a role model involves empowering Bob to develop his own strengths and resilience. Can you identify which ethical principles are involved here? How could Alice resolve this ethical dilemma?

Case Study Scenarios

Anna is working with a young individual, John, who has been struggling with severe depression and social isolation. Anna believes in the strength and resilience of individuals and is determined to support John in his recovery journey. They have established a strong and trusting relationship through open and honest conversations. One day, John shares with Anna that he has developed romantic feelings towards her. Anna is taken aback by this revelation and understands the ethical importance of respecting the rights and dignity of those she serves (Ethics #2) and not engaging in sexual/intimate activities with colleagues or those she serves (Ethics #11). She also recognizes the significance of maintaining healthy boundaries to foster recovery (Ethics #9) and not entering into dual relationships that could conflict with the interests of those she serves (Ethics #10). However, Anna also understands the importance of being open and transparent with those she serves (Ethics #3) and keeping the communication channels open. She is now facing a conflict between respecting John's dignity and their commitment to fostering recovery while maintaining a trusting and honest relationship with him. How can Anna resolve this ethical dilemma?

Case Study Scenarios

In a bustling urban community center, a peer support group has been providing a safe space for individuals from diverse backgrounds to share their experiences and struggles. The group is led by a dedicated facilitator, Sarah, who is known for her empathetic and non-judgmental approach to helping others. The core values of the group emphasize respecting the dignity of all members and maintaining impartiality throughout the support process. They place high value on respect diverse backgrounds and social identities and work hard to recognize and promote the strengths, values, and dignity of each person. One day, a member from a close-knit traditional community with strong cultural values, presents an ethical dilemma. Aisha, a warm-hearted and grateful participant in the peer support group, comes from a cultural background where gift-giving holds immense importance as a way to express appreciation and respect. Having found solace and strength in the group during a challenging period, she wishes to express her gratitude to Sarah, the facilitator. According to her cultural tradition, presenting a gift of significant value to someone who has helped her is not only a gesture of thanks but also a way to foster a stronger bond. Aisha's cultural background places great importance on gift-giving as a way to honor others and demonstrate appreciation. Refusing a gift in her culture can be seen as a direct rejection of her gratitude and may inadvertently cause harm to the relationship between Aisha and Sarah. How can Sarah resolve this ethical dilemma?

What would you do?



Alice & Bob



Anna & John



Sarah & Aisha



Questions?

Key Takeaways?

Next Week: Issues in Reentry



Write a short reflective journal on specific challenges and barriers you or someone you know faced during the reentry process.