

UNDERSTANDING THE NADSP CODE OF ETHICS

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HOW QUALITY HAPPENS





A primary purpose of direct support professionals is to assist people who need support to lead self-directed lives and to participate fully in our nation's communities.





The people who assume this complex role must examine their own values and beliefs while honoring those of the people they support.





ETHICAL SET OF STANDARDS



NADSP Code of Ethics



Therefore the direct support professional must exemplify high ethical standards and creative vision.

Ethics Defined



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- Doing *the right thing* when nobody is looking.....

Another angle.....



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- “Wrong is wrong, even if everyone is doing it.
- Right is right, even if no one is doing it.”

A photograph of two men sitting at a table in a kitchen, engaged in a conversation. The man on the left is wearing a blue t-shirt with a logo that reads 'The SE3 Foundation EVANS EQUIPMENT' and patterned shorts. The man on the right is wearing a black beanie, glasses, a beard, and a black and grey hoodie. A large white milk jug with a pink cap sits on the table between them. The background shows a kitchen with wooden cabinets, a white stove, and a window with blinds. A fire extinguisher is mounted on the wall behind the man on the right.

DIRECT SUPPORT PROFESSIONALS.....
WHAT DO WE BRING TO WORK WITH US???

WHY MUST WE CONSIDER ETHICS?



Direct Support Professionals help the people they support to make decisions constantly.



Direct Support Professionals must not let their own values, beliefs or attitudes effect or influence the decision of the person they support.



Understanding and using the NADSP Code of Ethics can help with this frequent dilemma and prevent imposing the Direct Support Professional's values on another person.

ALL PROFESSIONS HAVE A CODE OF ETHICS

- Physicians
- Nurses
- Teachers
- Social Workers
- Accountants
- Cosmetologist
- Lawyers
- **And of course ...**
Direct Support Professionals

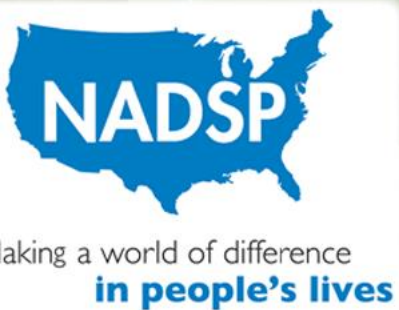
THE NADSP CODE OF ETHICS

- Person Centered Supports
- Promoting Physical and Emotional Well-Being
- Confidentiality
- Self-Determination
- Integrity & Responsibility
- Justice, Fairness & Equity
- Respect
- Relationships
- Advocacy



NADSP Code of Ethics





NADSP Code of Ethics

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Based on the NADSP Code of Ethics...
The Encounter begins now!



NADSP CODE OF ETHICS

AN APPETIZER

- The following “Encounter” is meant to be a brief but powerful introduction to the NADSP Code of Ethics.
- The Code will NOT give you answers to situations in your practice. It is strictly and only a guideline and road map for decision making.
- The Code is not only for direct support professionals BUT is to be embraced and understood by all levels of an organization, a family and ultimately the people supported and those that do the support.



NADSP CODE OF ETHICS

IMPORTANT MESSAGE AND DISCLAIMER

- Under no circumstances is the following activity and role play meant to mock, degrade, make fun of or hurt people with disabilities or those giving or support.
- We will not act “disabled” nor will we do role plays that concern people with significant physical, intellectual or developmental disabilities.
- This activity has been endorsed by self advocates and family members all over the country.
- You will be asked to leave the room if we feel you are being disrespectful.



THE CODE OF ETHICS ENCOUNTER

MEET



Insert Your Photo Here

-years of age
- Lives
- Loves music and singing
- Has no guardian
- Coffee limitations due to anxiety and aggressive behavior when used
- Really loves coffee
- Has been diagnosed with an Intellectual Disability ... NOS
-add your

THE ENCOUNTER

YOUR IMPORTANT ROLE TODAY

- When the magic wand is waved over the group ... **ALL** of you will become Direct Support Professionals.
- We will periodically interrupt the role play for purposes of debriefing and processing.
- Maintain your role as a Direct Support Professional when we are in the encounter.
- ... Use the CODE OF ETHICS displayed on the screen to guide your decisions.



PERSON-CENTERED SUPPORTS

As a Direct Support Professional,
my first allegiance is to the person I support; all other activities
and functions I perform flow from this allegiance.

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OZZY!!



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NEEDLES????



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I REALLY LOVE COFFEE ...



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PROMOTING PHYSICAL, EMOTIONAL WELL-BEING

As a Direct Support Professional,

I will commit to promote the emotional, physical, and personal well-being of the people I support.

I will encourage growth and recognize the autonomy of those receiving support while being attentive and energetic in reducing the risk of harm.

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WHAT IS INFORMED DECISION-MAKING

A COMPREHENSIVE DEFINITION FOR DSPs

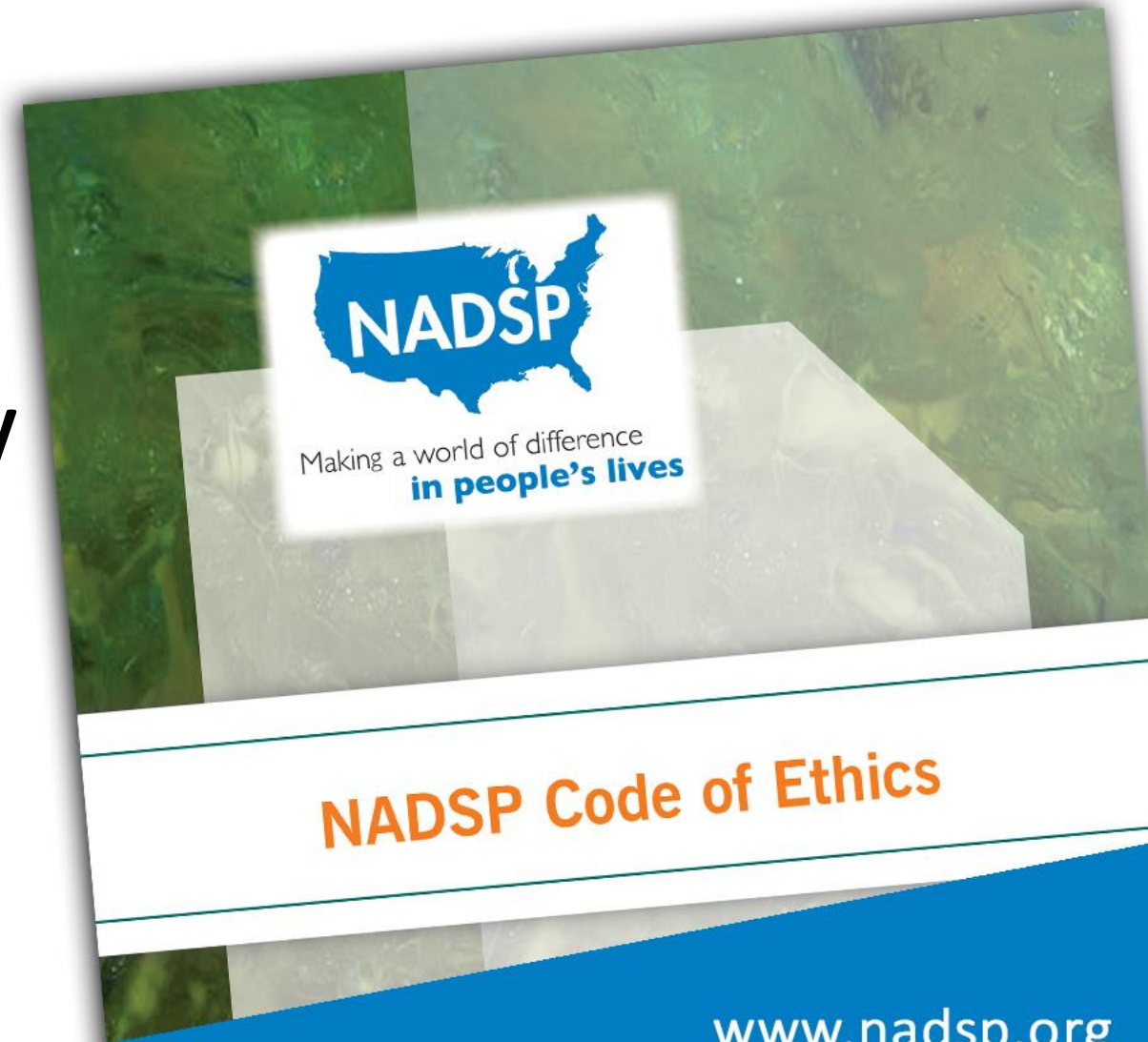
- Informed decision-making is a process where a person supported has obtained information and knowledge about a situation or problem
- With the assistance of a Direct Support Professional or other person, the person supported understands the choices available to them and the outcomes possible
- When they make a final choice it reflects their personal values, not those of the people assisting or supporting them
- Finally, it is the acceptance of the associated responsibility and risk of the decision. This decision is their decision alone and non-coerced by the professional.



THE ENCOUNTER

GONNA GET MORE INTENSE...

- **Self Determination**
- **Confidentiality**
- **Justice, Fairness and Equity**
- **Relationships**
- **Respect**





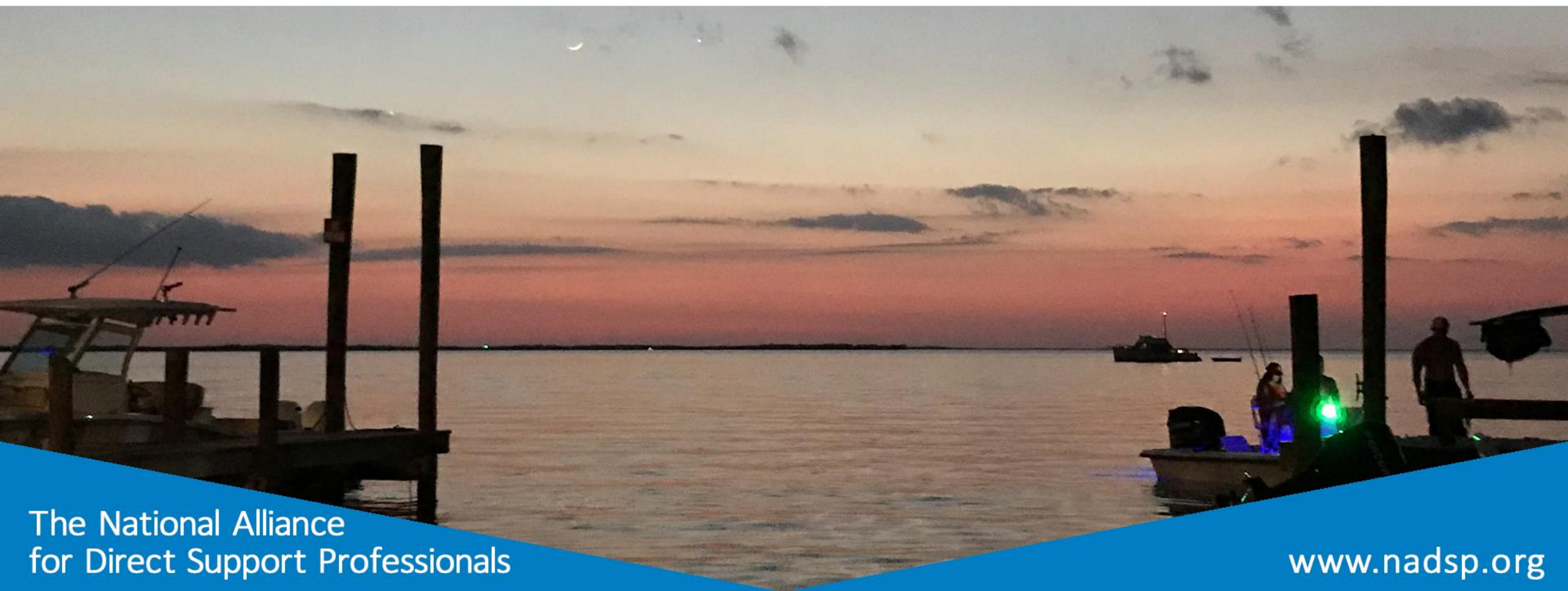
SELF-DETERMINATION

As a Direct Support Professional,
I will assist the people I support
to direct the course of their own lives.

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MOVING TO FLORIDA!



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Want to be a professional singer....





RESPECT

As a Direct Support Professional,
I will respect the human dignity and uniqueness of the people I support.

I will recognize each person I support as valuable and promote
their value within communities.

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CONFIDENTIALITY

As a Direct Support Professional,
I will safeguard and protect the confidentiality and privacy
of the people I support.

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MEET MY FRIEND JACK



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RELATIONSHIPS

As a Direct Support Professional,
I will assist the people I support to develop and maintain
relationships.

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JUSTICE, FAIRNESS AND EQUITY

As a Direct Support Professional,
I will affirm the human rights as well as the civil rights and responsibilities
of the people I support.

I will promote and practice justice, fairness, and equity for the people I
support and the community as a whole.

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Jack's Store!



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The Delivery Man





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WHAT'S NEXT?

- Thank you to all Direct Support Professionals who played the role so well!
- This [roleplay](#) is [completed](#).

We will now introduce some new characters ...



LET'S MEET.....



- Direct Support Professional ONE

- Brand new direct support professional
- Been with the home 6 months
- Looks up to John as a “mentor”
- Health benefits just started and bought a new car.



- Direct Support Professional TWO

- Been a DSP for 12 years
- LOVED by the people he supports
- Known by the community as a “model” DSP!
- Has won awards for direct support



INTEGRITY AND RESPONSIBILITY

As a Direct Support Professional,
I will support the mission and vitality of my profession to assist
people in leading self-directed lives and to foster a spirit of
partnership with the people I support, other professionals, and
the community.

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WORKING WITH INTENTION

All professionals do their craft with intention.
It is what makes a professional different than an
amateur.

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IMPORTANT

The NADSP Code Ethics is rooted in equity and support.
NOT... power, control or professional “expertise”

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NADSP CODE OF ETHICS

IMPORTANT

PREFERENCES
DSPS
SUPPORT
HELP
RESPECTFUL
WORK
CODES
review
RIGHTS
policy
ASSISTING
procedure
ORDINANCE





Making a world of difference
in people's lives



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