

Advocacy



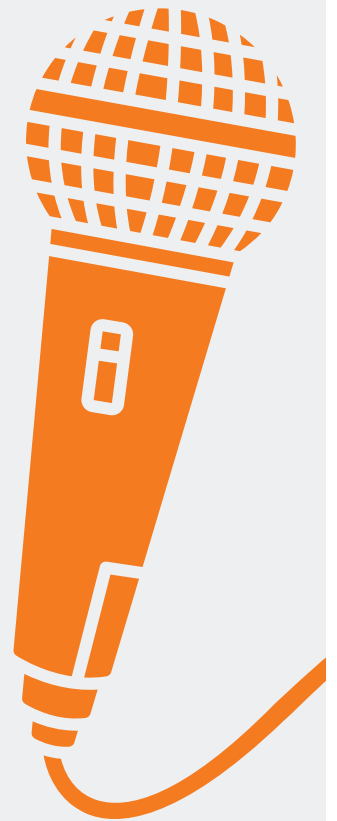
CODE OF ETHICS

The NADSP Code of Ethics serves as a straightforward and relevant guide for direct support professionals (DSPs), helping them resolve the ethical dilemmas they face every day and encouraging them to achieve the highest ideals of the profession.

The **Advocacy tenet** of the Code of Ethics centers on the responsibility of DSPs to stand side-by-side with the people they support in promoting fairness, opportunity, and full community participation. Advocacy is not about speaking for someone in place of their voice. It is about empowering people to speak for themselves while ensuring their rights, choices, and dignity are respected in every context.

TOP TENET TIPS

- Always advocate **WITH** the person you support. Don't advocate **FOR**.
- Everyone, regardless of their disability, can advocate.
- Always listen carefully to the person's preferences, choices, and reasons for making a decision.
- If a person doesn't communicate using their speaking voice, find alternative methods to help them express themselves.
- Help find ways to build skills that help people speak up for themselves.
- Be active in your own advocacy and participate in activities that promote the direct support profession.
- Always speak up when you see systemic exclusion or unfair treatment.
- We must always promote choice, offer options, and respect the person's decisions, even when they differ from our own views.
- Always be sure to document and follow through to ensure any concerns are communicated with other team members.
- To quote the late, great Dave Hingsburger, "Be a person's microphone, not their voice!"



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