

Justice, Fairness, Equity, and Inclusion



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 **Justice, Fairness, Equity, and Inclusion tenet** of the Code of Ethics centers on DSPs advocating for and promoting justice, fairness, equity, and inclusion.

TOP TENET TIPS

- Treat people with disabilities as equal citizens with fully intact human rights.
- Practice ongoing self-reflection to actively identify and check your personal biases.
- Move beyond passive caregiving to become an active advocate alongside people.
- Teach the people you support about their rights and self-advocacy skills.
- Introduce new experiences so people can make truly informed lifestyle choices.
- Identify and help dismantle physical or administrative barriers to community access.
- Support people to voice their own choices, even regarding medical advice.
- Collaborate to challenge unfair restrictions safely.
- Use “Is this JEFI?” to ask if your work is in alignment with this tenet.
- Be curious! Get to know the person you support and understand the ways they communicate best.
- Commit to being a lifelong learner and understand that your point of view is not the norm.



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