

CARC Code of Ethics

The ICAADA Certified Addiction Recovery Coach (CARC) Code of Ethics outlines basic values and principles of recovery coach practice. This Code serves as a guide for responsibility and ethical standards for ICAADA Certified Addiction Recovery Coaches.

Recovery Coaches have a responsibility to help persons in recovery achieve their personal recovery goals by promoting self-determination, personal responsibility, and the empowerment inherent in self-directed recovery. Recovery Coaches shall maintain high standards of personal conduct and conduct themselves in a manner that supports person-centered recovery. Recovery Coaches shall serve as advocates for the people they serve.

Recovery Coaches shall not perform services outside of the boundaries and scope of their expertise, shall be aware of the limits of their training and capabilities, and shall collaborate with other professionals to best meet the needs of the person(s) served. Recovery Coaches shall always preserve an objective and ethical relationship with the individual(s) served. This credential does not condone, endorse, suggest, or intent that a Recovery Coach shall serve independently. The Recovery Coach shall only work under appropriate supervision.

A. Supervision

As a Recovery Coach, I will:

1. Agree to maintain a minimum of one supervision session per week totaling at least 4 hours of documented supervision per month.
2. Supervision for a Recovery Coach in a nonclinical setting may be performed by either a person holding a peer supervision credential offered by ICAADA or comparable credential or one of the following licenses or credentials:
 - A. A licensed behavioral health professional currently practicing in the state of Indiana (LAC, LCAC, LBSW, LSW, LCSW, LMHC, LMFT, HSPP, or Psychiatrist)
 - B. CADAC II or higher through ICAADA
 - C. ICADC or ICAADC through IC&RC
 - D. NCAC II or MAC through NAADAC
 - E. CSPR-PR or CSPR-CL through ICAADA
3. Supervision for a Recovery Coach in a clinical setting or service may be performed by one of the following credentials:
 - A. A licensed behavioral health professional currently practicing in the state of Indiana (LAC, LCAC, LBSW, LSW, LCSW, LMHC, LMFT, HSPP, or Psychiatrist)
 - B. CADAC II or higher through ICAADA
 - C. ICADC or ICAADC through IC&RC
 - D. NCAC II or MAC through NAADAC
 - E. CSPR-CL through ICAADA

Note: A clinical setting or service is defined by Current Procedural Terminology (CPT).
4. Maintain regular supervision and ongoing support so I have a person with whom I can address challenging personal issues, behaviors, or conditions that may negatively impact any personal or professional situations. I understand that misconduct may result in the suspension of my certification.
5. If supervision required above cannot be retained, I will contact IAPRSS to locate an available resource to meet these supervision requirements.

B. Professional Conduct

As a Recovery Coach, I will:

1. Accurately identify my qualifications, expertise, and certifications to all whom I serve and to the public.
2. Conduct myself in accordance with the ICAADA CARC Code of Ethics.
3. Make public statements or comments that are true and reflect current and accurate information.
4. Ensure that substances, and behaviors, do not affect, or limit, my ability to maintain my role as a role model, and mentor, of a healthy recovery lifestyle. If my actions, behaviors, and/or choices do not reflect being a model of a healthy lifestyle, I will notify my supervisor immediately.
5. Recognize personal issues, behaviors, or conditions that may impact my performance as a CARC and report any unethical behaviors to my supervisor and credentialing body.
6. Respect and acknowledge the professional efforts and contributions of others and not declare or imply credit as my own. If involved in research, I shall give credit to those who contribute to the research.
7. Maintain required documentation for all client records as required by the agency through which I'm employed or the Federal requirements making certain that records are documented honestly and stored securely. Agency disposal of records policies shall be adhered to.
8. Protect the privacy and confidentiality of persons served in adherence with Federal Confidentiality, HIPAA laws, local jurisdiction and state laws and regulations. This includes electronic privacy standards (Social Media, Texting, Video Conferencing etc.)
9. Use client contact information in accordance with agency policy.
10. Not create my own private clinical practice.
11. Not commit a criminal offense. I understand if I am charged for a criminal offense, the ICAADA Ethics Committee reserves the right, with full ICAADA board approval, to take immediate disciplinary action up to and including suspension of my credential. It is my duty to notify ICAADA immediately if I am charged with a criminal offense.

C. Conflict of Interest

As a Recovery Coach, I will:

1. Reveal any perceived conflict of interest immediately to my professional supervisor and remove myself from the recovery coach relationship as required.
2. Disclose any existing or pre-existing professional, social, or business relationships with person(s) served. I shall determine, in consultation with my professional supervisor, whether existing or pre-existing relationships interfere with my ability to provide peer support services person(s) served.
3. Inform clients of costs of services as established by the agency for which I am employed and not charge person served beyond fees established.



4. I will not provide recovery pathway specific support, to any individuals I have served as a Recovery Coach, either currently or in the past.

D. Coach/Client Relationship

As a Recovery Coach, I will:

1. Clearly explain my role and responsibilities to those I serve.
2. Terminate the relationship with a person(s) served when services appear no longer of benefit and to respect the rights of the person served to terminate services at his/her request.
3. Request a change in my role as a CARC with a person being served if the person served requests a change.
4. Not engage in sexual activities or personal relationships with persons served in my role as a CARC, or members of the immediate family of the person(s) served.
5. Set clear, appropriate, and culturally sensitive boundaries with all persons served.

If at any point I feel I am unable to meet any of these requirements, I will immediately cease performance as a Recovery Coach and seek professional assistance.

I hereby attest that I have read, understand, and will adhere to the ICAADA CARC Code of Ethics, as described above; and including, a subsequent change to the code of ethics that is duly approved by the ICAADA Board of Directors at a regularly scheduled Board Meeting. It is my responsibility to remain current and comply with the code of ethics for this and other credentials awarded by ICAADA throughout the life of the credential.

Printed Name: _____

Signature: _____

Date: _____