

Clinical Supervisor Code of Ethics

The ICAADA Certified Clinical Supervisor (CCS) Code of Ethics outlines basic values and principles of clinical supervisor practice. This Code serves as a guide for responsibility and ethical standards for ICAADA Certified Clinical Supervisor.

Clinical Supervisors have a responsibility provide effective, and ethical, supervision to clinical professionals that are under their supervision. This supervision will be guided by the following Clinical Supervisor competency domains: Counselor Development, Professional and Ethical Standards, Program Development and Quality Assurance, Assessing Counselor Competencies and Performance, and Treatment Knowledge. Clinical Supervisors shall maintain high standards of personal conduct and conduct themselves in a manner that supports the persons they supervise and provide services to. Clinical Supervisors shall serve as advocates for treatment, and recovery, the professionals they supervise, and the populations served.

Clinical Supervisors 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) supervised and populations served. Clinical Supervisors shall always preserve an objective and ethical relationship with the individual(s) supervised and populations served. This includes reporting any ethical misconduct to the professional's credentialing/licensing body immediately. This credential does not condone, endorse, suggest, or intent that a Clinical Supervisor shall serve independently, without appropriate supervision. The Clinical Supervisor shall ensure that all professionals in their charge are provided appropriate supervision.

A. Supervision

As a Clinical Supervisor, I will:

1. Agree to provide appropriate supervision based upon organizational, and funding, requirements.
2. Ensure that appropriate supervision is provided based upon the stated guidelines and code of ethics for all professionals that I supervise and/or are housed within the organizations I am associated with.
3. 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 my role as a Clinical Supervisor. I understand that misconduct may result in the suspension of my certification and negatively impact the professionals I supervise.
4. Ensure the professionals I supervise have access to supervision, as needed, outside of regularly scheduled supervision sessions.
5. Efficiently, and accurately, document all supervision I provide.
6. Ensure I monitor, and appropriately address, any concerns related to the service and conduct of the professionals I supervise.
7. Immediately address, and report as necessary, any ethical breaches of the code of ethics or actions/behaviors of the peer recovery supports I supervise.

B. Professional Conduct

As a Clinical Supervisor, 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 CCS Code of Ethics.
3. Make public statements or comments that are true and reflect current and accurate information.
4. Not misuse any substances that may affect my ability and capacity to perform my duties as a Clinical Supervisor.
5. Recognize personal issues, behaviors, or conditions that may impact my performance as a CCS.
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 supervision sessions, and 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. Advocate for person-driven treatment that focuses on the holistic aspects of recovery and advocate for the professionals I supervise, and populations served.
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 Clinical Supervisor, I will:

1. Reveal any perceived conflict of interest immediately to any organization I represent and remove myself from the professional relationship as required.
2. Disclose any existing or pre-existing professional, social, or business relationships with person(s) supervised and/or populations served. I shall determine, in consultation with my organization, whether existing or pre-existing relationships interfere with my ability to provide supervision of professionals or services person(s) served.
3. Ensure professionals inform clients of costs of services as established by the organization for which they are employed and not charge person served beyond fees established.
4. Ensure that professionals not provide service outside their scope of practice or ethical guidelines.



D. Supervisor/Supervisee Relationship

As a Clinical Supervisor, I will:

1. Clearly explain my role and responsibilities to those I supervise, ensuring I outline any, and all, expectations during the supervision relationship.
2. Provide strength-based, supportive supervision that empowers the professional to provide effective and ethical services.
3. Assist the professional with identifying professional development opportunities and empowering them to pursue these opportunities.
4. Not engage in sexual activities or personal relationships with professionals I supervise or person(s) served in my role as a CCS, or members of the immediate family of the professional or person(s) served.
5. Set clear, appropriate, and culturally sensitive boundaries with all professionals I supervise and any person(s) served.
6. Ensure I provide adequate supervision for those I supervise, including the professional having, at minimum, one hour of supervision weekly and regular access to supervision between these times.

If at any point I feel I am unable to meet any of these requirements, I will immediately cease performance as a Clinical Supervisor and seek professional assistance. Failure to abide by this code of ethics may result in disciplinary action, up to, and including, suspension or termination of my credential.

I hereby attest that I have read, understand, and will adhere to the ICAADA CSPR 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: _____