



Regional Crisis Team Code of Professional Ethics

School districts and victims of a crisis expect every crisis team member to act with integrity, to treat all victims, witnesses and survivors of the crisis with dignity and compassion. To these ends, this Code will govern members of the Regional Crisis Team:

- I. In relationships with victims, witnesses or survivors, the Crisis Team member will:**
 1. Recognize the interests of the victims, witnesses or survivors as primary responsibility.
 2. Respect the privacy and confidentiality of victims witnesses or survivors subject only to laws or regulations requiring disclosure of information to appropriate other sources.
 3. Respond compassionately to each victim, witness or survivor, withholding personal opinion, and accepting each person's statement of events and reactions as it is told.
 4. Provide services to each person without attributing blame, no matter what the person's conduct was at the time of the victimization or at another stage of the person's life.
 5. Foster maximum self-determination on the part of the victims, witnesses or survivors.
 6. Serve as an advocate when requested and appropriate. As an advocate, act on behalf of the victims', witnesses' or survivors' stated needs without regard to personal convictions and within accepted legal and ethical parameters.
 7. Provide individuals with personalized services, work for their welfare without concern about personal gain.
 8. Should one person's needs conflict with another's, act with regard to one person only after promptly referring the other to another qualified crisis team member or responder.
 9. Maintain a professional relationship with victims, witnesses or survivors at all times while providing crisis intervention, companionship, post-trauma counseling and other services.
 10. Make prompt referrals to other resources to other resources or services only in the best interest of the person served, avoiding any conflict of interest in the process.
 11. Respect the religious or spiritual beliefs and practices of victims, witnesses or survivors and refer them promptly to appropriate spiritual leaders when requested.
 12. Proactively affirm positive coping strategies and hope for the future in the aftermath of tragedy.
 13. Provide opportunities for colleague Crisis Responders to seek appropriate services when traumatized by a crisis event.
 14. Recognize when countertransference is occurring, or has the potential to occur, and take appropriate action.
- II. In relationships with colleagues and other professionals the Crisis Team will:**
 1. Conduct relationships with colleagues in such a way as to promote respect and improvement of services.

2. Conduct relationships with colleagues such that they are given equal respect and dignity
3. Take steps to quell negative, insubstantial rumors about colleagues.
4. Share knowledge and encourage proficiency and excellence in crisis intervention and planning among colleagues.
5. Provide professional support, guidance and assistance to colleagues who are new to the team in order to promote consistent quality and professionalism in crisis response.
6. Seek to ensure that colleagues have access to the training, supervision, resources, and support required in their efforts to respond to crisis situations.

III. In her or his professional conduct, the Crisis Team member will:

1. Maintain high personal and professional standards.
2. Seek and maintain proficiency through continuing education and practice in the delivery of crisis services.
3. Not discriminate on the basis of age, gender, disability, ethnicity, race, national origin, religious belief, or sexual orientation.
4. Not reveal to the public the name or other identifying information about victims, witnesses or survivors served without clear permission or legal requirements to do so.
5. While engaging in crisis response work, refer public statements to school district designee.
6. Not use her or his official position to secure gifts, monetary rewards, or special privileges or advantages.
7. Report to crisis team the conduct of any colleague that constitutes mistreatment of victims, witnesses or survivors or that brings the profession into disrepute.
8. Report to competent authorities any conflict of interest that prevents oneself or a colleague from being able to provide competent services to victims, witnesses or survivors, or to work cooperatively with colleagues or allied professionals, or to be impartial in the treatment of any victims, witnesses or survivors.

IV. In his or her responsibility to any other profession, the Crisis Team member will be bound by the ethical standards of the profession of which she or he is a member.

SOURCE: Adapted in 2016 by Gabriel Lomas and Rebecca Wade-Rancourt from the Putnam/Northern Westchester BOCES Code of Ethics and Coordinating a Crisis Response Team Training Manual: Third Edition