

**NORTHERN MICHIGAN REGIONAL ENTITY  
ADMINISTRATIVE MANUAL**

**POLICY NAME:** CODE OF ETHICS POLICY  
**CHAPTER:** ONE – MISSION, VISION, AND VALUES  
**POLICY #:** 01-01-001  
**EFFECTIVE DATE:** March 26, 2014

**PURPOSE**

Staff employed by, or leased to, the Northern Michigan Regional Entity is dedicated to improving the expert delivery of a comprehensive array of services and community education to positively impact the mental wellness of the community. Staff and those served recognize diversity in our community and embrace a cross-cultural approach in support of the worth, dignity, potential, and uniqueness of each individual. This Code of Ethics allows the Northern Michigan Regional Entity to clarify to providers, and those served, the ethical responsibilities for which the entity and providers will be held accountable.

**APPLICATION**

This Code of Ethics defines the ethical behavior of Providers and the Northern Michigan Regional Entity as a whole. All Providers are required to adhere to this Code of Ethics as well as their existing provisional discipline's code and pertinent laws and statutes.

**ETHICAL STANDARDS**

1. **The principle of beneficence.** Promote good; do the right thing; enhance wellbeing.
2. **The principle of non-maleficance.** Do no harm. Do not exploit one's position of power or **influence for personal gain or gratification.** Do not condone or engage in any dual or multiple relationships in which there is a risk of exploitation of, or potential harm to, another.
3. **The principle of autonomy.** Focus on the centrality of the individual receiving services. Promote and support consumer rights to choice and self-determination.
4. **The principle of fairness and justice.** Distribute resources equitably. Perpetuate individual, civil, and human rights, including rights to privacy, dignity, confidentiality, and choice. Confront discrimination and stigma.
5. **The principle of veracity.** Provide accurate and clear information regarding the extent and nature of the services available to consumers. Keep promises and agreements. Maintain personal and professional integrity.
6. **The principle of informed consent.** Provide information about options, risks, and potential consequences of choices regarding treatment, supports, and services.
7. **The principle of privacy and confidentiality.** Respect individuals' rights to control information about themselves. Adherence to Policies and Procedures on Rights of Service Recipients and Recipient Rights System of the Michigan Mental Health Code and HIPAA laws.
8. **The principle of mandatory reporting.** Staff employed by, or leased to, the Northern Michigan Regional Entity will comply with all mandatory reporting statutes and laws pertinent to client care treatment.
9. **The principle of honesty in billing services.** Individuals are charged only for services actually provided, which are summarized on an itemized list, including dates of services. Individuals receive full disclosure regarding the source of reimbursement for their care.
10. **The principle of competence.** Ensure personal and professional competence of staff in accordance with job duties and Northern Michigan Regional Entity policies and procedures regarding

maintaining skills and competencies. Continue to develop skills and knowledge and apply them to work activities.

11. **The principle of consultation.** Seek advice and counsel of colleagues and supervisors whenever such consultation is indicated to ensure that actions being taken are in the best interest of the consumer.

Any staff employed by, or leased to, the Northern Michigan Regional Entity who fails to comply with the provisions of the Code of Ethics is subject to disciplinary action including termination of employment.

REFERENCE:

REVISED:

REVIEWED:

APPROVED: March 26, 2014

*Signed copy is on file with NMRE*

\_\_\_\_\_  
Dave Schneider  
Northern Michigan Regional Entity Chief Executive Officer

\_\_\_\_\_  
Date

*Signed copy is on file with NMRE*

\_\_\_\_\_  
Joe Stone  
Northern Michigan Regional Entity Board Chair

\_\_\_\_\_  
Date