

Cairn Recovery Pathways – Code of Ethics

“Connection. Direction. Recovery.”

Preamble

Cairn Recovery Pathways (CRP) is built on the belief that recovery is sustained through integrity, accountability, connection, and purpose. Every participant, staff member, volunteer, and board representative carries the responsibility to uphold these values in conduct, communication, and decision-making. This Code of Ethics establishes the standards that guide CRP’s operations, community relationships, and recovery-focused mission. Each person who engages with CRP agrees to act in a way that promotes safety, dignity, and hope.

I. Core Values

- Integrity
 - We act with honesty and transparency in all matters.
 - We maintain truthfulness in communication, documentation, and representation of our organization.
- Accountability
 - We take responsibility for our actions, decisions, and commitments.
 - We honor financial stewardship and the trust of donors, clients, and the community.
- Respect
 - We treat all individuals with dignity, fairness, and compassion regardless of background, belief, or circumstance.
 - We avoid gossip, discrimination, and conduct that harms others’ recovery or reputation.
- Community
 - We believe recovery is sustained through connection.
 - We contribute positively to our community, offering support and encouragement to others on their journey.
- Growth & Service
 - We commit to continuous personal development, spiritual reflection, and service to others.

- We recognize that giving back sustains both individual and community recovery.

II. Ethical Standards for Participants

1. Honesty & Transparency – Participants must provide truthful information in applications, interviews, and communications with CRP.
2. Sobriety Commitment – Participants agree to maintain sobriety and to seek immediate support in the event of relapse or crisis. Dishonesty regarding substance use may result in review or suspension of eligibility, but honesty will always be met with support.
3. Respectful Conduct – Violence, harassment, theft, or verbal abuse toward others will not be tolerated. Participants must respect the boundaries, property, and confidentiality of others.
4. Community Engagement – Participants agree to actively participate in recovery or community-based events as part of their growth and accountability.
5. Reinvestment & Gratitude – Participants are encouraged to contribute back to the CRP community—financially, through service, or by mentorship—when able.

III. Ethical Standards for Board Members & Staff

6. Mission Loyalty – Board members and staff act in the best interests of CRP, avoiding conflicts of interest or personal gain. Decisions are made in alignment with CRP's mission and bylaws.
7. Confidentiality – Sensitive information about participants, donors, or internal operations must remain confidential. Disclosure occurs only when legally or ethically required (e.g., safety, mandated reporting).
8. Fairness & Non-Discrimination – All applicants and participants are treated equally, without bias regarding race, gender, religion, sexual orientation, disability, or socioeconomic status.
9. Financial Stewardship – CRP resources must be used solely for mission-related purposes. Board members oversee funding distribution with transparency and accountability.
10. Professional Conduct – Board and staff model recovery-centered behavior—discipline, humility, compassion, and reliability. Decisions should reflect sound judgment and uphold CRP's reputation in the community.

IV. Grievance & Accountability Process

- Any participant or community member may submit a written grievance regarding conduct or ethical concerns.
- The CRP Board will review concerns in a confidential and timely manner.
- Findings and resolutions will be documented and addressed in accordance with CRP policy.
- Violations of this Code may result in loss of eligibility, board review, or termination of involvement, depending on severity.

V. Acknowledgment of Commitment

"I acknowledge that I have read, understand, and agree to uphold the values and ethical principles of Cairn Recovery Pathways. I understand that this Code is a living document designed to protect the dignity of all participants and to sustain the mission of recovery and service."

Signature: _____

Printed Name: _____

Date: _____

Approved by the Board of Directors of Cairn Recovery Pathways on _____

Zachary C. Sosa, President

Daniel P. Winter, Vice President

Jeffre S. King, Managing Director

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