

- Approach each person and situation as unique, with empathy and openness.
- Value others with kindness, dignity, and without judgment.
- Honor diverse backgrounds and see everyone as capable of contributing.
- Use respectful, person-first, and culturally mindful language.
- Avoid any language that is derogatory, insulting, or demeaning.

Peer Support Specialists: Integrity


- Act in accordance with the highest standards of professional integrity.
- Avoid conflicts of interest /dual relationships
- Follow organizational policies on gifts and avoid financial exchanges with those supported.
- Demonstrate accountability and resist outside influences.
- Shall not commit fraud/waste/abuse in the delivery of services.

Become a Volunteer with SocialMN

Ready to make an impact? At **SocialMN**, we believe recovery is community work—and there's a place here for you.

- Support events, groups, and outreach efforts
- Help build bridges between communities
- Use your gifts to uplift and inspire others
- Be part of something real, rooted, and revolutionary

Training and support are provided. You don't need to have it all together—you just need to show up with an open heart.

 Learn more and drop us a line at **socialmn.org**



Code of Ethics and Ethical Standards

Why a Code of Ethics?

As a Recovery Community Organization, **SocialMN** is rooted in the belief that healing happens in relationship—with ourselves, each other, and the community we serve. Our Code of Ethics exists to protect those relationships, promote mutual respect, and create a culture where all voices are valued.

We're not just doing recovery work—we're redefining what it means to show up with integrity, equity, and care in every interaction.

Our Code of Ethics and Standards has been developed through substantive community collaboration across multiple cultures. We look to elders of all kinds for input and wisdom to shape these experiences as we interact with the individuals in our extremely diverse community.

Code of Ethics

- Respect, be patient with and treat one another with kindness, compassion, humility and acceptance
- Pronounce people's names correctly
- Lift up and be responsible for all communities, not pit communities against each other
- Focus the work on ourselves and our peers and willingly share knowledge and information
- Assume positive intentions and persist in building trust and connectedness; not talk down to or make assumptions about each other
- Practice a culture of inquiry to build relationships and learn about each other's culture instead of defining another's history, race or culture
- Commit to action, urgency and progress; to meaningful strategies to achieve well-being for our communities; to being serious about this work
- Value community's time
- Appreciate racial justice beyond a Black and White binary; un-invisible all races, ethnicities and Indigenous people; ensure all experiences are validated and heard
- Have purposeful, brutally honest, transparent & authentic dialogue – say what we think and feel in the room
- Be vulnerable, lean into the discomfort, accept responsibility, acknowledge and not fear our humanity, which includes making mistakes to grow and learn
- Listen respectfully, with an open mind and willingness to hear another's perspective, lived experience, and truth
- Respect privacy and confidentiality

- Be fully present and attentive
- Practice empathy and temperance—center the community and be mindful of others' pain and emotions
- Step up and step back; WAIT (Why Am I Talking)
- Speak directly to the person(s) when needing to express offense; name it privately or appropriately; promote mutual understanding and repair the breach

Ethical Standards

Peer Support Specialists: Hope

- Inspire hope in those engaging in services by living a life of Recovery and/or Resiliency.

Peer Support Specialists: Cultural Responsiveness and Humility

- Acknowledge the importance of language and culture, intersecting identities, and cultural dynamics.
- Strive to provide culturally responsive and relevant services to those they support.
- Respect cultural identities, preferences, and the right of others to hold different values.
- Do not discriminate on the basis of personal or protected characteristics.
- Seek further education and training in cultural competence as needed.

Peer Support Specialists: Respect

- Provide a welcoming environment for persons engaging in services.