February 2025

Missouri Credentialing Board
Family Support Provider
Code of Ethics

Introduction

This document is the foundation for standards which will enable the credentialed professional to measure the propriety of his or her conduct in dealing with family support providers, other professionals and other members of the community. All professionals credentialed by MCB are expected to thoroughly familiarize themselves with their Code of Ethics. The Board is committed to investigate and sanction those who fail to abide by its standards.

Note: All of the principles and ethical standards have been identified with a dual range of seriousness (except for a few that have only one option available). The intention of this guide is to assist the investigators and the Ethics Committee in applying an 'indication' of seriousness to the hearing panels so that a more standardized method of sanction can be used when applied. All agree that there may be "extenuating circumstances" that differentiate seriousness for violations, i.e., some violations may be a result of oversight or carelessness, when others are clearly intentional and without remorse. With any "SUBSTANTIATED VIOLATION", it is now an expectation that there will be an attached level of seriousness being suggested by the Investigators and the Committee. Those levels are;
S = Serious
VS = Very Serious
ES = Extremely Serious

Family Support Providers (FSP) will maintain high standards of professional conduct and ethics as embodied in the statements below:

1. FSP will be guided by the principles of self-determination for all. The primary responsibility of family support is to help individuals achieve their own needs, wants and goals. (S)

2. FSP will maintain high standards of personal conduct, modeling accountable relationships, and fostering wellness and self-care along with their own resiliency. (VS/ES)

3. FSP will share with family support providers and colleagues their resiliency stories and will likewise be able to identify and describe the supports that promote their own resiliency. (S)

4. FSP will respect the privacy and confidentiality of private information shared by individuals utilizing family support services or other related professional services at the organization. Unless necessary for supervision, required by law, or otherwise consented to by the individual personally, no confidential information will be revealed to anyone. (S/VS/ES)

5. FSP will at all times, respect the rights and dignity of those they serve. (S/VS)

6. FSP will keep current with emerging knowledge relevant to resiliency and share this knowledge with their colleagues and those they serve. (S)

7. FSP will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. (VS/ES)
8. FSP will not engage in romantic or sexual intimacies with the people utilizing family support services in the organization where the FSP is providing services. FSP will not engage in romantic or sexual intimacies with an individual the FSP has provided family support services to for a period of 5 years after the family support relationship has been terminated. FSP does not provide family support services to anyone with whom they've had romantic or sexual intimacies in the past. (ES)

9. An FSP shall not initiate or cultivate a personal relationship once the professional family support relationship has ended with a former family or family member for a period of five years. This may include, but is not limited to: familial, social, romantic/sexual, financial, business or other types of close personal relationships with former families or family members. (VS/ES)

10. FSP will practice unconditional positive regard by respecting and upholding the dignity of all individuals, recognizing and valuing differences in age, background, abilities, identity, beliefs, and life circumstances.. (S/VS)

11. FSP will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals. (S/VS)

12. FSP will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. FSP will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. (S/VS)

13. FSP will strive to avoid dual relationships or commitments that conflict with the interests of those they serve. When a dual relationship or conflict can’t be avoided, the FSP informs a supervisor of the relationship or conflict and strives to ensure the individual is not exploited in any way. (ES)

13. FSP will not exchange gifts of significant monetary value with those they serve. (S/VS/ES)

14. FSP will take responsibility for maintaining the integrity and quality of job performance. This includes using work time to the advantage of the families they serve and always giving the best effort on the job. (S/VS)

15. FSP will strive through words and actions to create a professional atmosphere in the work environment. FSP will use people first language and avoid stigmatizing language. FSP will not use derogatory language in their communications, whether written or verbal. FSP will avoid negative criticism of colleagues. (VS/ES)

16. FSP will fairly and accurately represent themselves and their capabilities to the families and the community. (S/VS)

17. FSP will maintain a safe and healthy work environment. (S/VS)

18. FSP will provide services to meet the identified needs of the families and avoid providing services that are unnecessary or not capable of producing the desired effect. (VS/ES)

19. FSP will not use illegal substances under any circumstance. FSP will not use a prescribed medication in a non-prescribed way and will only use over the counter medication for its intended use. (ES)

20. FSP will not use relationships with individuals utilizing family support services for financial gain or put the individual at risk of exploitation or harm. (ES)

21. FSP shall report any felony or misdemeanor conviction to the Missouri Credentialing Board within 30 days of the date of conviction. (VS/ES)

22. FSP will report to the MCB any violation of an MCB Code of Ethical Practice and Professional Conduct whether this violation was a self-violation or a violation by another credentialed professional (VS/ES).

Serious	Very Serious	Extremely Serious
Additional Education: Ethics, Counseling Techniques, specific drugs, other trainings Increased Supervision Reprimand Denial of Credential or Application Reading/Written Reports	Suspension of Credential Suspension of Application Additional Education: Ethics, Counseling Techniques, specific drugs, other trainings Referral for MH assessment Referral for Substance Use Disorder Assessment Denial of Credential/ Application Web Posting Agency Notification	Revocation for __ time Suspension for __ time Denial of future Credential/ Application Agency notification Web Posting Requires permission before applying for credential