



CODE OF ETHICS

The Code of Ethics must be signed and followed by all Sober Living Owners/Operators and Managers. This statement commits the signer to adhere to this Code of Ethics and to maintain a vital concern for the lives and wellbeing of all persons. By signing this Code of Ethics, I agree to:

1. Maintain an alcohol and illicit drug free environment.
2. Provide a healthy, safe, homelike and sober environment that meets Sober Living Network and Coalition Standards.
3. Be dedicated to recognizing the dignity and worth of all human beings. Value diversity and non-discrimination.
4. Assess each potential resident's strengths and needs, and determine whether the level of support available within the residence is appropriate. Provide assistance to the residents with appropriate referrals.
5. Provide an environment in which each resident's recovery needs are the primary factors in all decision making. Honor individuals' right to choose their recovery paths within the parameters defined by the residence organization.
6. Maintain quality housing that is consistent with the quality of the neighborhood. Demonstrate activities that benefit the immediate neighbors.
7. Remain alcohol free during performance hours. If an Operator, to ensure that Manager(s) who are alcoholics or addicts remain abstinent from using illicit drugs and/or alcohol and are clean and sober at least 9 months prior to becoming a Manager.
8. Provide consistent, fair practices for drug testing that promote the residents' recovery and the health and safety of the recovery environment. Manager(s) will submit to random drug testing by the Owner/Operator or Coalition Board.
9. Take appropriate action to stop intimidation, bullying, sexual harassment and/or otherwise threatening behavior of residents, staff and visitors within the residence. Assure that no weapons are allowed on Sober Living premises.
10. Address each resident fairly in all situations. Take appropriate action to stop retribution, intimidation, or any negative consequences that could occur as the result of a grievance or complaint.
11. Maintain clear personal and professional boundaries. Never become romantically or sexually involved with residents or anyone the Sober Living Home is assisting.
12. Sustain transparency in operational and financial decisions. If I am a Manager, to never become involved with residents' financial affairs. This covers borrowing or lending money, buying or selling property or other financial transactions.
13. Operate the house in a "complaint-free" way so that complaints from residents, neighbors, and service providers are not generated. If a house continuously generates complaints, the house is then subject for removal from the Network website and its membership may be cancelled.
14. Provide resident agreements and rules that reflect the house operates as an unrelated family of persons with disabilities living in mutual support.
15. Respect the privacy, confidentiality and personal rights of all residents. I agree to develop skills to relocate residents and do all that is possible to relocate residents when it becomes necessary to terminate residency.
16. Decline taking a primary role in the recovery plans of relatives, close friends, and/or business acquaintances.
17. Operate within the residence's scope of service and within professional training and credentials.
18. Encourage residents to sustain relationships with professionals, recovery support service providers and allies.
19. Promote the residence with marketing or advertising that is supported by accurate, open and honest claims.

PERSONAL STATEMENT

If a Sober Living Owner, Manager, Head of Household is found to have violated any of the above Code of Ethics of the Sober Living Network, after receiving appropriate notice and an opportunity to be heard, such violation may subject the membership of the individual to review and penalties. These penalties may include, but are not limited to public reprimand, suspension or revocation of membership. This action does not curtail any of the other rights and remedies of the parties to redress, nor shall a determination of a violation rise to the level of proof as if the matter were heard in a court of competent jurisdiction.

My signature below indicates my agreement to abide by this Code of Ethics:

Print name: _____

Name of SL Home: _____ City: _____

Signature: _____ Date: _____