

# Camp Venture Inc.

## Policy and Procedures

### DSP Code of Ethics

Introduction: By far the most important relationship and the *raison de 'etre* for the existence of Camp Venture, Inc., as a service provider, is that between the Direct Support Professional, the individual who provides care, coaching and support for the people we serve and each of those people. The quality of this relationship is determined by a set of core beliefs in the worth, rights and responsibilities of each person we serve as an individual and also as a member of the community of human beings embraced by Camp Venture as an organization and also by the professionals who provide direct support for the people the organization is committed to serve.

These beliefs and the conduct that emanates from them are articulated in the Code of Ethics for Direct Support Professionals developed by the National Alliance of Direct Support Professionals (NASDP) and endorsed by the NYS Office for Individuals with Disabilities (OPWDD). It is expected and required that all Direct Support Professionals and all other employees of Camp Venture, Inc., will uphold and abide by this code of ethics.

The DSP Code of Ethics will be part of the mandatory training regime for all employees, including but not limited to DSPs. It will be administered as part of the agency orientation and all employees will be trained in the Code of Ethics within six (6) months of initial employment or as part of the Core Curriculum.

1. **Person-centered Supports:** As a DSP, my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.
2. **Promoting Physical and Emotional Well-Being:** As a DSP, I am responsible for supporting the emotional, physical and personal well-being of the individuals receiving support. I will encourage growth and recognize the autonomy of the individuals receiving support while being attentive and energetic in reducing their risk of harm.
3. **Integrity and Responsibility:** As a DSP, I will support the mission and vitality of my profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people I support, other professional and the community.
4. **Confidentiality:** As a DSP, I will safeguard and respect the confidentiality and privacy of the people I support.

5. Justice, Fairness and Equity: As a DSP, I will promote and practice justice, fairness, and equity for the people I support and the community as a whole. I will affirm human rights, civil rights and responsibilities of the people I support.
6. Respect: As a DSP, I will respect the human dignity and uniqueness of the people I support. I will recognize each person I support as valuable and help others understand their value.
7. Relationships: As a DSP, I will assist the people I support to develop and maintain relationships.
8. Self-Determination: As a DSP, I will assist the people I support to direct the course of their own lives.
9. Advocacy: As a DSP, I will advocate with the people I serve for justice, inclusion and full community participation.