



Justice Center for the  
Protection of People  
with Special Needs

# Understanding the New York State Justice Center's Code of Conduct

Developed by NADSP and the NYS Justice Center

# Agenda

- The Justice Center
- What is the Code of Conduct
- The 10 Provisions
- Skill Practice with Scenarios
- Prevention Tools
- Justice Center Resources
- Code of Conduct Pledge

# Role of the Justice Center

# Justice Center's Vision

People with special needs shall be protected from abuse, neglect and mistreatment. This will be accomplished by assuring that the state maintains the nation's highest standards of health, safety and dignity; and by supporting the dedicated people who provide services.

# State Oversight Agencies



Office for People With Developmental Disabilities

Office of Mental Health

Office of Addiction Services & Support

Office of Children and Family Services

Department of Health

State Education Department

# Why a Code of Conduct?

# Shift in Perspective

Institutionalization	➔	Community Services
Exclusion	➔	Inclusion
Dependence	➔	Self-Determination
Detention	➔	Treatment

# Code of Conduct Purpose

- Framework of professional conduct
- Guide for daily interactions
- Structure for everyday decision making



# Why the Code of Conduct?

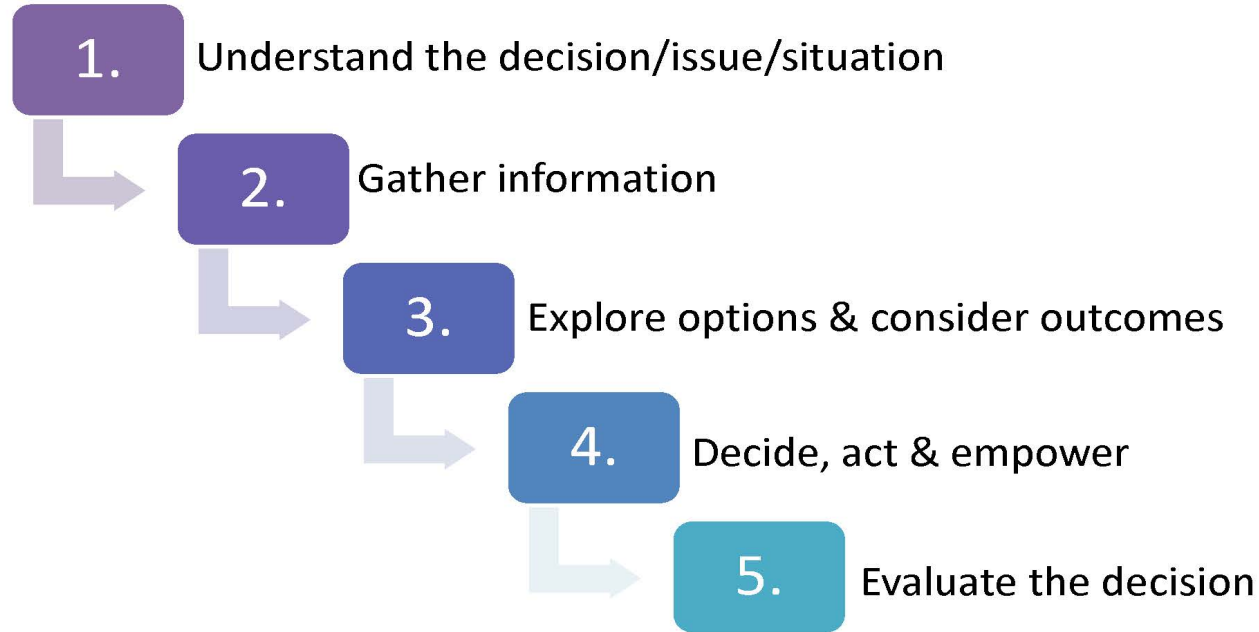
- Behave in a moral and ethical manner
- Resolve ethical dilemmas
- Reach highest professional standards
- Establish appropriate relationships



Making a world of difference  
in people's lives

# Informed Decision-Making

## The 5 step process



# What is the Code of Conduct

# Code of Conduct Purpose

- 10 provisions – guidelines of professional conduct
- Pledge to prevent and report the abuse, neglect and harm of individuals with special needs

# 1. Person-Centered Approach

- Focus on the individual receiving services
- Opportunity for self-direction
- Right to assume risk in a safe manner
- Lifelong learning and growth
- Requires flexibility, creativity and commitment

## 2. Physical, Personal & Emotional Well Being

- Promote the physical, emotional and personal well-being
- Protect from abuse and neglect
- Reduce risk of harm

# 3. Respect, Dignity and Choice

- Respect dignity and individuality
- Honoring choices and preferences
- Provide access to community opportunities and resources

## 4. Self-Determination

- Help individuals exercise their rights and responsibilities
- Support informed decision-making
- Provide options related to physical health and emotional well-being



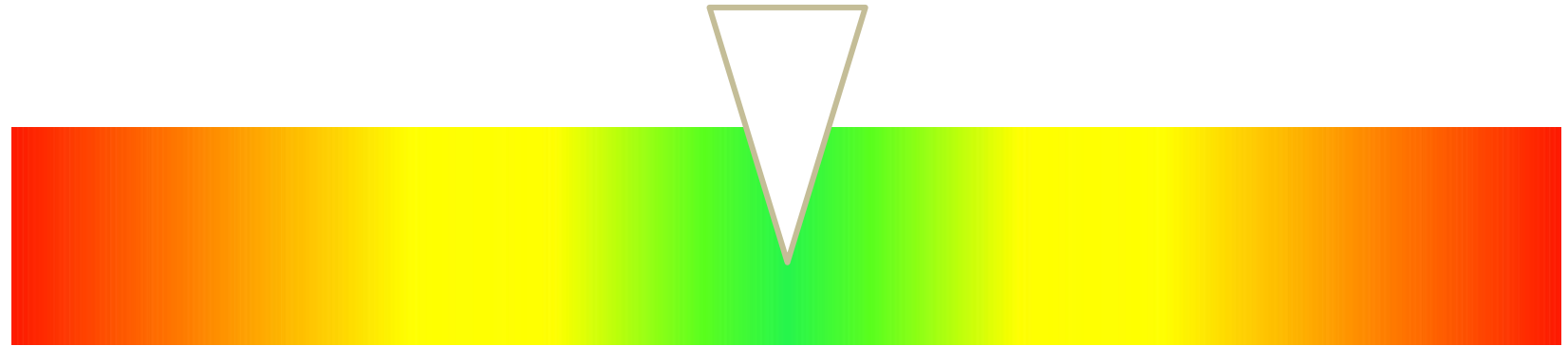
## 5. Relationships

- Help individuals develop and maintain healthy relationships
- Support informed choices about safely expressing sexuality and other preferences

# Types of Boundaries

- Physical boundaries
  - Touch, Privacy, Personal Space, Personal Property
- Interpersonal boundaries
  - Conversation topics, body language, dress, social media
- Emotional boundaries
  - Thoughts and Feelings, Personal Triggers

# Continuum of Boundaries\*



**Under -  
Involvement**

**Supportive  
Relationship**

**Over -  
Involvement**

*\*National Council of State Boards of Nursing*

# Crossing Boundaries- In the Red Zone

- Jake is a group therapist at an outpatient clinic.
- Jake sees Julie, who he recently met at social event and exchanged numbers, coming into the clinic for another group.
- Jake had lost Julie's number and never got her last name. When he sees her name on the attendance sheet, he decides to look up her last name and sends her a friend request on Facebook.



# Considerations

- Your agency social media policy
- Your code of ethics
- Best interests of the person(s)
- Resources available for staff personal support

# Challenges to Maintaining Boundaries

- Vicarious trauma/trauma triggers
- Inadequate training
- Inadequate support
- Unclear guidance and policies
- Inadequate physical environment
- Agency culture

## 6. Advocacy

- Advocate for justice, inclusion and community participation
- Promote justice, fairness and equality
- Respect human, civil and legal rights

# 7. Personal Health Information and Confidentiality

- Respect the right to privacy and confidentiality
- Protect personal health information



## 8. Non-Discrimination

Do not discriminate against people receiving services and supports or colleagues based on:

race, religion, national origin, sex, age, sexual orientation, gender identity, economic condition, disability, or any other protected class under the law.

*Updated 2021*

# 9. Integrity, Responsibility and Professional Competency

- Reinforce the values of your organization
- Maintain your skills and competency
- Seek advice of supervisors and colleagues
- Do not misrepresent your professional qualifications
- Demonstrate model behavior to all

# 10. Reporting Requirements

- Legal obligation to report all allegations of abuse, neglect or significant incidents
- Immediately upon discovery to the Justice Center

1-855-373-2122

# Reporting Resources

Virtual Training and guidance for mandated reporters is available on the Justice Center Website:

[www.justicecenter.ny.gov/training/mandated-reporting](http://www.justicecenter.ny.gov/training/mandated-reporting)

# Skill Practice

1. **Person-Centered Approach**
2. **Physical, Personal & Emotional Well Being**
3. **Respect, Dignity & Choice**
4. **Self-Determination**
5. **Relationships**
6. **Advocacy**
7. **Personal Health Information**
8. **Non-Discrimination**
9. **Integrity, Responsibility & Professional Competency**
10. **Reporting**

# Group Discussions

# You Can Prevent Abuse and Neglect

Discuss five preventative ideas to help stop abuse and neglect from occurring.



# Culture of Respect

Write five specific tasks or ideas to create a culture where everyone is respected and protected.

# Justice Center Resources

# Justice Center Video Series

To learn more about the work of the Justice Center view these videos available on our website:

1. Mission and Vision
2. Prevention Resources
3. Reporting Abuse and Neglect

[www.justicecenter.ny.gov/about-nys-justice-center](http://www.justicecenter.ny.gov/about-nys-justice-center)



## TOOLKITS

## Spotlight on Prevention

The information contained in the Justice Center's Spotlight on Prevention toolkits is offered as a resource for provider agencies and staff. These resources are intended to be used as a guide that may be modified as needed to apply to particular types of programs and specific age groups of vulnerable people

**Dangers of Being Left  
Unattended in  
Vehicles**

**Dangers of Caregiver  
Fatigue**

**Dangers of Intestinal  
Obstructions**

**Maintaining  
Professional  
Boundaries**

**Reducing the Use of  
Restraints**

**Securing Wheelchairs  
in Vehicles**

**Safety Benefits of GPS  
Devices**

Found at: <http://www.justicecenter.ny.gov/prevent-abuse>

# Prevention

- Do you have an idea about how to prevent abuse?
- Can you recommend a useful training, website or resource?

Submit your recommendations to:

[prevention@justicecenter.ny.gov](mailto:prevention@justicecenter.ny.gov)

# The Code of Conduct Pledge

# The Code of Conduct Pledge

- Commitment to prevent abuse, neglect or harm
- Kept on file by your employer
- Must be signed upon hiring and on an annual basis

# Contact Information



**Information and Referrals: 1-800-624-4143**



**Report Suspected Abuse/Neglect: 1-855-373-2122**



**Website Resources: [JusticeCenter.ny.gov](https://JusticeCenter.ny.gov)**



**Website Resources: [NADSP.org](https://NADSP.org)**



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