



Alliance Code of Ethics 2015

Alliance members have voluntarily agreed to uphold the following high standards of professional ethics. All members are united for excellence and Alliance approved.

Section 1: The Individuals and Families We Serve

- A. Alliance members shall provide supports and services with the highest compassion, respect, integrity and professionalism.
- B. Alliance members shall use a person-centered approach to provide services and supports that balance the individual's personal goals and choices (what is important *to* the person) with the individual's health and safety (what is important *for* the person). Alliance members shall promote the individual's choice, self-determination, inclusion, growth, development and independence.
- C. Alliance members shall respect the right to privacy and confidentiality for the individuals and families served. Members shall not disclose privileged or nonpublic information.
- D. Alliance members shall readily provide relevant, current and truthful information to individuals and families receiving services to support an environment of informed choice and self-determination.
- E. Alliance members shall promote Employment First principles to encourage competitive, integrated employment of individuals with disabilities within the general workforce.
- F. Alliance members shall promote access to technology and information as an equal right for individuals with disabilities.

Section 2: Business Ethics

- A. Alliance members shall aim to implement existing and emerging best practices in the field of service delivery for people with intellectual and developmental disabilities and maintain a commitment to being Colorado's thought leader in the intellectual and developmental disability services community.
- B. Alliance members will respect the individual's right to choice and will support a fair and competitive marketplace by not using solicitation, coercion, or persuasion to influence an individual's decisions regarding their services or providers.
- C. Alliance members shall provide accurate and timely information when necessary and appropriate to other providers, legislators, Alliance staff, state department staff, and the larger community.
- D. Alliance members shall be transparent and responsible stewards of public and private funds.
- E. Alliance members shall comply with all applicable local, state, and federal laws, statutes, and regulations.
- F. Alliance members shall support Direct Support Professionals through adequate training and benefits, as well as competitive wages, within the parameters of available state and federal funding.



- G. Alliance members that provide case management services shall make available to service providers detailed and complete information during the Request for Proposal process about the characteristics, support needs, approved services, rates, and relevant finances to allow the service provider to submit an informed and reasonable proposal to the individual requesting services.
- H. Alliance members shall speak with respect and cooperate with providers, legislators, Alliance staff, state department staff, and the larger community.

Section 3: Alliance Membership Responsibilities

- A. Alliance members shall promote Alliance's mission, vision and values while adhering to the bylaws of the corporation.
- B. Alliance members shall collaborate and communicate with advocacy groups, state and community partners when promoting Alliance's mission and values.
- C. Alliance members shall clarify, when appropriate, statements and actions made as an individual and those made as a representative of Alliance.
- D. Alliance members shall take no action that could benefit them at the expense of Alliance.

Section 4: Code of Ethics Complaints

Any Alliance member can submit a code of ethics complaint to the Membership Services Committee. The Membership Services Committee will seek responses from all parties involved and forward those responses to the Executive Committee for review and/or action. If the Executive Committee determines that a member has failed to comply with the Code of Ethics, it may request corrective action, up to and including removal from membership of the Association in accordance with Article III, Section 8 of Alliance's Bylaws.

On behalf of _____ (agency), I agree to uphold the Alliance Code of Ethics.

Signature of Board Member: _____ Date: _____

