

PAL

Live. Create. Inspire.

PAL OTTAWA SUPPORTING CAST CODE OF ETHICS

Introduction

This code is a statement of the ethical obligations of every individual who is employed or volunteers for PAL Ottawa Supporting Cast. It is an expression of PAL Ottawa Supporting Cast (PAL OSC) own understanding of its commitment to the clients we serve and to each other. A code of ethics is a dynamic document that provides guidelines for decision-making and self-evaluation for volunteers, service providers and administrators. As the social context changes, the code may need revisions to reflect these changes.

Respect

PAL OSC employees and volunteers practice with compassion and show consideration for the autonomy, rights, dignity, worth and uniqueness of individuals, groups and communities.

Interpretive Statement

We respect the worth and uniqueness of individuals by:

- Acknowledging the right of individuals:
 - to accept or refuse care;
 - to live with dignity;
 - to develop and enhance their capacity for self-care;
- Promoting sensitivity to and knowledge about cultural, linguistic, and ethnic diversity;
- Refraining from discrimination or harassment in the areas of culture, ethnicity, religion, sexual orientation, gender, age, disability, or socio-economic status;
- Respecting privacy and maintaining confidentiality;
- Advocating for respectful treatment for all persons including safety, competence, individual rights, fairness, access to care;
- Building caring and compassionate relationships with colleagues and others with a commitment to fair treatment of individuals, integrity-preserving compromise, and to resolution of conflict;
- Declaring any conflict of interest and striving to resolve conflicts to ensure the safety and integrity of parties involved.

Participation

PAL OSC employees and volunteers collaborate with each other and those external to PAL OSC to provide support to members of our artistic community.

Interpretive Statement

We collaborate with each other and those external to PAL OSC by:

- Inviting clients to partner in decisions about their care and service;
- Acknowledging the capabilities and resourcefulness of clients, employees, volunteers and community partners;

- Creating trust;
- Building accountability;
- Participating in identifying and responding to personal learning needs and the learning needs of the people and community we serve;
- Bringing key individuals into the decision-making process;
- Collaborating with our community, government, professional organizations and each other to promote our shared goal of meeting the health and social needs of individuals within our community.

Responsiveness

PAL OSC employees and volunteers respond in a timely manner to opportunities to promote self-sufficiency and well being.

Interpretive Statement

We respond in a timely manner to opportunities to promote self-sufficiency and well being by:

- Seeking out, listening to and working with clients to address needs they identify;
Facilitating access to the right service, by the right provider in the right place;
- Responding to issues and feedback, both positive and negative, to pursue continuous quality improvement;
- Responding to a changing environment.

Ethical decision-making is a process. There are seldom simple answers available to resolve complex questions. All of the PAL OSC community can access professional codes of ethics, the PAL OSC Code of Ethics, support of colleagues and the PAL Ottawa Supporting Cast Ethics Committee to provide support with difficult ethical questions.

Supporting Documents

VON Code of Ethics (2004):

www.von.ca/pdf/CodeOfEthics_%20May2004.pdf

Canadian Association of Social Workers (2005). Code of Ethics:

<http://www.casw-acts.ca/en/what-social-work/casw-code-ethics/guideline-ethical-practice>

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