



ETHICAL BOUNDARIES FOR RECOVERY COACHES

Agenda

1. Introductions, Agenda and Overview
2. Working Agreements
3. Recovery Core Values
4. Ethical Decision Making
5. Boundary Hypothetical Workshops
6. Q & A, Evaluations

Overview

This workshop will look at the ethical considerations in three case studies. Participants will be asked to identify issues, discuss options and analyze their own ethical decision-making process.

Learning Objectives

As a participant in this workshop, you will learn:

1. To examine core recovery values when faced with an ethical question.
2. To develop your own ethical decision-making process.
3. To apply an ethical making decision process to case study scenarios.

Initial Discussion

1. Think about Gratitude, Service, Recovery, Use of Self, Capability, Honesty, Authenticity, Credibility, Fidelity, Humility, Loyalty, Hope, Dignity, Respect, Acceptance, Autonomy/Choice, Discretion, Protection, Advocacy, Stewardship. How can we use these core recovery values as a point of reference when faced with ethical or boundary issues?

2. What questions can we use in our ethical decision-making process?

1. What questions can we use in our ethical decision-making process?
 - a. Which course of action better advances core recovery values?
 - b. What promotes integrity and decreases deceit?
 - c. What does not exploit others?
 - d. What eliminates confusion about standards of behavior?
 - e. What benefit and harm will each course of action produce and which alternative will lead to the best overall consequences?
 - f. Who are all of the parties involved and which course of action best respects the rights of everyone involved?
 - g. Which course of action treats everyone the same unless there is a morally justifiable reason not to?

Case Studies

Joe is a volunteer recovery coach at CCAR. Crystal is a very outgoing volunteer who has been in what she describes as “solid” recovery for about 9 months. She finds NA “so-so” and would like a recovery coach to deepen her recovery; she has specifically requested that Joe be her recovery coach. Joe meets with her initially and finds that they have a good rapport and chemistry. Joe discovers that Crystal is one of his friend’s younger sister. Crystal has asked if Joe would give her a ride to the NA meeting that they both go to on Friday nights. She would also like to exchange phone numbers so they can talk more often. Discuss any issues that you see.

Ellen is a volunteer recovery coach at CCAR. She is not in recovery from her own addiction, but has been affected by her son’s heroin addiction. Ellen has been coaching Stacy, a woman in recovery from a drug addiction, for about 6 months. Ellen runs into Jen, Stacy’s mother, at an Ala-non-Meeting. Jen has asked Ellen to be her recovery coach, too, and to consider seeing both Stacy and Jen in joint sessions to help them work on their relationship. Discuss any issues that you see.

Joe and Ellen are both recovery coaches at CCAR. In addition to seeing their separate recoverees, they have been interacting as each other’s’ recovery coaches. They have started going to ARMs and NA meetings together. They also go out for coffee or lunch occasionally. They have not yet discussed each other’s recoverees with the other, but think that two heads may be better than one. They are both going to attend the CCAR Volunteer Appreciation Dinner, and wonder if it would be okay to go together on a “date”. Discuss any issues that you see.

Questions to ponder:

Will you coach a recoveree whose parents (or other family members) have known you for some time? How do you handle their wanting to be involved in the recovery process? What if they want coaching from you about their own recovery process as affected family members? What if they are paying the bill?

You work as a recovery coach for an agency whose business hours are 9:00 a.m. – 5:00 p.m., Mondays through Fridays. How will you handle requests from your recoveree to talk with you on the phone after hours or on weekends if a “real emergency” comes up?

You have started to date another recovery coach who also works at your place of employment. You don’t know that your employer has any prohibition about employee fraternization, but no one at work knows about your outside relationship. You have managed to keep your personal and professional lives separate, but one of your recoverees has expressed concern about the confidentiality of what he tells you because his girlfriend is a recoveree of your “girlfriend”, as the your relationship is no secret on the street. What do you do?

Zones of Decision-Making for a Recovery Coach

Behavior of Recovery Coach in Recovery Supportive Relationship	Zone of Safety (Always OK)	Zone of Vulnerability (Sometimes OK; Sometimes Not OK)	Zone of Abuse (Never OK)
Giving a gift			
Accepting a gift			
Lending money			
Borrowing or accepting money			
Giving a hug			
“You’re a special person.”			
“You’re a very special person to me.”			
Invitation to a holiday dinner			
Sexual relationship			
Sexual relationship with a recoveree’s family member			
Giving out your cell number			
Accepting a “friend request” on a Social Media platform like Facebook			
Using profanity			
Using drug culture slang			
“I’m going through a rough divorce now myself.”			
“You’re very attractive.”			
Addressing the person by his/her first name			
Attending a recovery support meeting together			
Hiring the person to do work in your home			