

# TUSCOLA BEHAVIORAL HEALTH SYSTEMS

## CODE OF ETHICS

This Code of Ethics establishes standards of behavior for all staff in their relationships with individuals served, with other colleagues in the Agency, with other service providers and with the community. As a staff member of Tuscola Behavioral Health Systems, formerly known as, Tuscola County Community Mental Health Authority, there is a requirement to conduct oneself in accordance with the Code and subscribe to the following statements:

- To regard as a primary obligation the welfare of the individuals or groups served.
- To not discriminate because of race, color, religion, age, sex, disability, sexual orientation, gender identity and expression, height, weight, arrest record, veteran status, marital status, familial status, national origin, genetic information or membership in another protected group and to work toward preventing and eliminating such discrimination in rendering services, in work assignments and in employment practices.
- To be in compliance with all employment laws.
- To give precedence to ethical/professional responsibilities over personal interests.
- To respect the privacy of the people served.
- To use in a responsible manner information gained in work relationships.
- To accept responsibility to help protect the community against unethical practice by others engaged in human service activities.
- To stand ready to give appropriate ethical/professional service in public emergencies.
- To distinguish clearly, in public, between statements and actions as an individual and those as a representative of the Agency.
- To abide by all policies and procedures established by the Agency including the areas of compliance and HIPAA.
- To act ethically on the Agency's behalf and report promptly any activities that may be in violation of this Code of Ethics, other company policies, or any applicable laws or regulations.
- To maintain the highest standards of integrity and objectivity in our working relationships; TBHS will not conduct business with anyone who does not operate with integrity or who compromises the Agency's values and ethical standards and TBHS holds itself to these same standards for their business operations.
- To ensure that all persons living or working in Tuscola County be made aware of the existence of TBHS, the services we offer and how those services can be accessed.
- To ensure that marketing materials accurately represent TBHS and its services, and address the care, treatment, and services that TBHS can provide, either directly or by contractual arrangement.
- To conduct yourself when utilizing social media, just as you would in any public circumstance as a representative of TBHS.
- To comply with the TBHS Personnel Policy – Rules for Personal Conduct.

*Sharon Beals*

Sharon Beals  
Chief Executive Officer  
April 18, 2019