



# Code of Ethics

The Code of Ethics must be signed and abided by all sober living management staff. This statement commits the signer to adhere to this code of ethics and to maintain a vital concern for the lives and well being of all persons.

1. Be dedicated to recognizing the dignity and worth of all those we serve. At all times managers or other staff shall treat each resident with respect and dignity.
2. Maintain an alcohol and drug free environment.
3. Maintain quality housing that is consistent with the quality of the neighborhood. Demonstrate activities that benefit the immediate neighbors.
4. Staff members who are alcoholic and/or chemically dependent must be clean and sober at least 1 year and remain abstinent and actively involved in a Twelve Step program of recovery. Staff members who are not alcoholics or chemically dependent remain alcohol free during performance hours and be free from chemical use problems.
5. No physical violence or threats of violence is ever tolerated in the home.
6. Managers or other staff shall never become romantically or sexually involved with a resident or anyone the sober living home is assisting.
7. Managers or other staff shall never become involved with resident's financial or business affairs. This covers borrowing or lending money, buying or selling property or other financial transactions.
8. Managers or other staff -- Respect the privacy and personal rights of all residents.
9. Assure that no weapons are allowed on sober living premises.
10. Adhere to the Management, Health, Safety and Staff standards set forth in the attached Exhibit 1.

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## PERSONAL STATEMENT

**If a sober living owner or manager is found to have violated any of the above code of ethics of the Minnesota Association of Sober Homes, after receiving appropriate notice and an opportunity to be heard, such violation may subject the membership of the individual to review or penalties. These penalties may include, but are not limited to: public reprimand, suspension or revocation of membership. This action does not curtail any of the other rights and remedies of the parties to redress, nor shall a determination of a violation rise to the level of proof as if the matter were heard in a court of competent jurisdiction.**

Sober House Name(s) \_\_\_\_\_  
Name (printed) \_\_\_\_\_ City \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_  
Email Address \_\_\_\_\_