

**HEALTH RECOVERY SERVICES, INC.
ORGANIZATION ETHICS STATEMENT**

The Board of Trustees of the Health Recovery Services, Inc. approves and supports the ethical provision of assistance to clients who participate in agency services. Health Recovery Services is committed to ensuring that the highest ethical practices are adhered to and by the organization, its stakeholders, investors and other partners. Our currently approved organizational ethics statement encompasses our commitment to quality services, continuous quality improvement, marketing, business practices, our assurance of competent staff to provide services, non-discrimination and a safe and therapeutic environment. Our ethics statement is:

- Health Recovery Services shall promote and market its services only to the extent that accurately reflects the organization's mission, vision and capabilities.
- Health Recovery Services will make decisions regarding service expansion, collaboration and affiliation in a manner consistent with our mission and vision.
- Health Recovery Services shall promote exemplary and accepted business practices with clients, significant others and business partners, including billing practices involving clients, funding sources/investors and business.
- Health Recovery Services communicates to all staff, board members of the agency the organizations ethnics' statement at orientation, through postings and at annual trainings. Clients and other stakeholders will be informed of the organizations ethnics' statement through posting, marketing materials and through the agencies annual report.
- Health Recovery Services shall at all times adhere to all currently mandated/approved confidentiality laws governing the agency and the clients it serves.
- Health Recovery Services shall seek to ensure all admissions to the organization are appropriate to the level of care required and that meet the currently approved standards.
- Health Recovery Services shall not discriminate with regard to race, color, religion, age, sex, national origin, disability, sexual preference, HIV/AIDS infection or ability to pay.
- Health Recovery Services shall seek to continually improve services, ensuring high quality individualized client care.
- Health Recovery Services shall seek to ensure that competent staff and board members provide services and that they are licensed or credentialed to perform. Staff shall demonstrate the highest levels of professional conduct and personal behavior in all matters with clients, significant others and other professionals.
- Health Recovery Services Inc. shall proactively identify and address all potential conflicts of interest pertaining to Board members and staff.
- Health Recovery Services shall provide a safe, professional and therapeutic environment for clients, staff and visitors.
- Health Recovery Services shall seek reimbursement for only those services provided and permissible by the organization.
- Health Recovery Services shall adhere to written agreements and contractual relationships entered into by the organization and provide a collaborative process to seek resolution to any dispute that may arise.
- Health Recovery Services shall adhere to a "no reprisal" system for personnel to use in reporting waste, fraud, abuse and other questionable activities and functions.