

Boundaries: Policy on interaction between staff and residents

It is never appropriate to interact with residents of Bridge House / Grace House other than within the professional capacity of your job. If you are not a member of the clinical staff, any concerns you have about a resident should be brought immediately to your work supervisor who will then notify the appropriate counselor.

The following statements apply to all staff – clinical and non-clinical:

- 1.) Do not discuss your personal life with any resident at Bridge House/Grace House. If you are not a clinical staff member you should not discuss a resident's personal life either. Outside of the clinical arena the conversations should remain general, or work related. No one is to give out their address or personal cell number under any circumstance.
- 2.) Employees should not "friend" residents or accept friend requests on any social media. If approached about creating this type of relationship while an individual is still in treatment it is recommended that your response is "NO" until that individual has been out of treatment at Bridge House / Grace House for no less than one year. Employees should also "unfriend" any current residents.
- 3.) Any audio recording of a resident for training purposes must be approved in writing by the client, and no identifying information is allowed. Videotaping a resident is strictly prohibited – any video made for training purposes can only show the counselor/interviewer and must also be approved in writing by the resident.
- 4.) Employees are not allowed to have friendships, romantic relationships, or any type of sexual relationship with current residents. Violation of this will result in termination of employment. For romantic relationships or any type of sexual relationship with residents after they have completed or left treatment it is recommended that the resident has been out of treatment at Bridge House / Grace House for no less than one year. Residents are fragile and vulnerable in the early stages of recovery, and it is likely that you have not known this individual outside of the treatment setting. Also, if such a relationship is entered the confidentiality of all residents still in treatment must be strictly maintained.
- 5.) Employees are not allowed to give current residents money, gifts, any item with a monetary value, or purchase anything on a resident's behalf.
- 6.) If there is any confusion about an outside encounter or affiliation with a former resident, please seek the advice of your immediate supervisor.
- 7.) Employees are not allowed to sponsor residents. Some exceptions can be made for this after it is cleared through your immediate work supervisor and the Executive Director of Clinical Services.
- 8.) Employees are allowed to sponsor other employees – but this is only recommended for your personal consideration when it does not create a dual relationship. Examples would be working in the same department or across departments that interact with each other regularly.
- 9.) Employees should never meet with residents at any offsite locations. No one should ever give a resident a ride in their personal vehicle or let a resident use their personal cell phone.
- 10.) Your immediate supervisor should be notified if someone enters treatment that you have known or been acquainted with in a different setting / capacity.
- 11.) Employees are to inform administrative staff if they suspect or have knowledge of a relationship between a staff member and a resident.

I understand that it is my responsibility to maintain professional boundaries for both the resident's benefit and my own. This holds true while the individual is in the Bridge House/Grace House program, and for a period of no less than one year after the resident leaves the program. Clinical staff will adhere to the professional standards for their licensure.

Employee Signature

Date