



## **Prevention Practitioners Network Code of Ethics**

### **1. Background**

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The Prevention Practitioners' Network is a national network of interdisciplinary professionals dedicated to preventing targeted violence, terrorism, and their impacts within the United States. We are committed to upholding high values and ethics for our work, members, and clients. Fundamental to our work is connecting members and clients to the appropriate practitioner(s) and toolkits required to assist them in assessing, detecting, and deterring acts of violence related to violent extremism. We intend to build a network to facilitate knowledge-sharing, collaboration, and training and education to enhance the capacity of prevention practitioners to do their work in a manner that is respectful, competent, veracious, and trustworthy to the people that we serve.

The original architecture and implementation of this network has been made possible through funding from the Department of Homeland Security's Targeted Violence and Terrorism Prevention Grant Program.

### **2. Purpose and Scope**

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#### **2.1 Purpose**

This code of ethics and professional conduct describes the aspiration and mandatory standards that we have of our members, ourselves, and our fellow practitioners in the preventing targeted violence community. It defines the values to which we aspire as well as the behaviors that are mandatory in our professional roles through our partnership with the Prevention Practitioner's Network. These codes are intended to supplement, not substitute or usurp, the code of ethics for each discipline.

Through the establishment of a member-wide understanding of appropriate behavior, we hope to reaffirm our commonly held values. We believe that the reputation and legitimacy of the Prevention Practitioner's Network is shaped by the collective and individual conduct of our members and the reaffirmation of those commonly held values.

We hope that this code of ethics will guide our members when confronted with problematic or controversial circumstances, which may undermine our principles and values. Our goal is for members to reference this code of ethics and conduct whenever a difficult situation or conflict of interest arises to assist their decision-making process. Members can also use these guidelines to determine if their conduct is unethical and to remediate as necessary.

#### **2.2 Scope**

This code of ethics and professional conduct applies to the following:

2.21 All members of the Prevention Practitioner’s Network, including the Advisory Board, Chair, Co-Chair, and all committee members.

2.22 Anyone who falls in the following categories:

1. Network administrators, contractors, interns, and fellows of the Prevention Practitioner’s Network
2. Program and education/workshop contributors

### **3. Ethical Principles**

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In keeping with the interdisciplinary nature of this network, our codes were inspired by the conglomeration of the ethical codes and codes of conduct that govern the actions and behaviors of social workers, psychologists, psychiatrists, law enforcement, and other healthcare related disciplines, but tailored to the unique mission of this program. The following broad ethical principles are based on the Prevention Practitioners’ Network four core values of veracity, competence, respect, and trustworthiness. These principles set forth the aspirational ideals and mandatory standards to which all members should adhere to.

#### **3.1 Veracity**

Veracity entails our duty to uphold the truth. The Prevention Practitioners’ Network and its Members will behave and conduct all activities and best practices with honesty, accuracy and integrity. Members will not intentionally mislead or misrepresent their capabilities, knowledge, affiliation, or expertise. Information and content will not be falsified, deceptive, or embellished. The Prevention Practitioners’ Network will accurately represent itself as a passive directory, not as an active referral source. We will uphold the ethical standards and principles of the organization and/or discipline we represent as well as those established in these codes. We will endeavor to keep our commitments, minimize harm, and embrace truthfulness in our interactions with other members and the public.

#### **3.2 Competence**

Practitioners and members should act in accordance with their scope of practice, expertise, and knowledge level. Members will not engage in malicious, illegal and/or destructive actions that could threaten their membership in the PPN, good standing with their respective disciplines, and- where applicable- licenses and certifications. Members commit to notifying the membership committee if they have been disciplined by their respective fields or criminally cited for engaging in illegal activity. Additionally, the Prevention Practitioners’ Network will commit to ensuring that its content and training/educational workshops are routinely updated. Practitioners should pledge to contribute to the enhancement of the knowledge base of the network with the understanding that we are all responsible for the success of the program.

#### **3.3 Respect**

We will demonstrate respect for the contribution, opinions, and knowledge of other members and contributors. We will be kind, courteous, and polite to one another and the clients that identify practitioners through the directory. Violence or the threat of violence and/or intimidation will not be tolerated and will result in immediate termination of membership. Practitioners will demonstrate respectful attitudes and behaviors when interacting with the communities they work with.

#### **3.4 Trustworthiness**

Education and training workshops will be organized in a manner that is consistent with best evidence-based practice. Recommendations, whether policy or practice related, will be undertaken only when there is robust, reliable, and empirical evidence to support it. Program contributors and members will perform in compliance with the code of ethics and professional conduct outlined in this document and those of their respective professions. We will be honest and transparent in our interactions and commit to avoid the stigmatization and/or profiling of individuals or groups.

## **4. Ethical Standards**

The following ethical standards are relevant to the professional activities of Prevention Practitioners' Network members. These aspirational and mandatory standards concern (1) ethical responsibilities to other members, (2) ethical responsibilities to clients, (3) and ethical responsibilities to the network. Nonmembers accessing the open network are required to follow the guidelines outlined in section 4.4.

Wherever applicable, the guidelines to which each standard is enforceable is a matter of professional judgment to be determined by the Prevention Practitioners' Network's Grievance Committee and is outlined in the Ethics Complaint protocol and procedures for alleged violations of ethical standards.

### **4.1 Ethical responsibilities to other members**

#### **4.12 Interdisciplinary Collaboration**

Practitioners should apply knowledge, experiences, and expertise gained from their individual profession to advance the objectives of the interdisciplinary network and targeted violence prevention efforts. Active participation and contribution to expand the knowledge base of the network and other colleagues is highly encouraged. Individual and interdisciplinary team obligations to their respective professions and to the network should be clearly stated.

#### **4.13 Value and Respect**

Membership and collaboration in the Prevention Practitioners' Network are voluntary. Those who choose to engage in the network are demonstrating a desire to participate in the cause and to actively contribute to targeted violence and terrorism prevention efforts. We will respect and value their background and input for the advancement of the network. We will listen respectfully when others express their opinions, communicate in a professional style, and will tactfully disagree when differences transpire.

### **4.2 Ethical responsibilities to clients**

#### **4.21 Mandatory: Privacy and Confidentiality**

Case consultation information is meant to be shared based on a privileged access and permission basis. Privacy and confidentiality are critical to our work. Each member is responsible for maintaining these standards consistent with how it is regulated by law or established by organizational rules or as dictated by one's profession and/or institution. Private and confidential client information will not be used for monitoring and surveillance purposes.

#### **4.22 Mandatory: Harassment**

Unsolicited and unwelcome physical, written, or verbal activity that creates an unsafe, intimidating, or offensive environment will not be tolerated. Clients and members deserve and are entitled to access to resources and specialists without harassment or stigmatization. Members will follow all local, state, and federal anti-harassment laws and statutes.

#### **4.23 Mandatory: Professional Conduct**

Members are expected to maintain their licenses, competency, and certifications as legally mandated by their profession. It is the responsibility of the Prevention Practitioners' Network member to abide by their licensing, scope, and certification agreements; and Prevention Practitioners' Network is not responsible for verifying credentials and licenses, unless members have access privileges in case consultations. Practitioners are strongly encouraged to authenticate licensing and professional statuses when seeking intervention specialists in the Prevention Practitioners' Network directory.

#### **4.24 Aspirational: Biases**

Members shall aspire to avoid biases, generalization, or stereotypes of individuals, groups, and/or communities.

### **4.3 Ethical responsibility to the Network/PTV efforts**

#### **4.31 Mandatory: Privacy and Confidentiality**

Sensitive and private information will only be disclosed among practitioners who have a formal relationship with the individual they are serving and should have access to their information as indicated by law, policies, and regulations. Unintended exposure of private and confidential data will be immediately reported to the appropriate authority. The Prevention Practitioners' Network will not store data regarding patient treatment, condition, or diagnosis. It will only serve as a connection point for information and resources for practitioners and not as a direct service provider.

#### 4.32 Aspirational and Mandatory: Responsibility

Whether it's the consequences, the actions, or the decisions that we make or fail to make, we are responsible for the outcome(s). We take ownership for the material, the information and the impacts that it will have on society and those we serve. The best interest of the public and the community will guide our actions and decisions. We uphold our commitments and hold ourselves and others in the network accountable for maintaining these codes.

#### 4.33 Mandatory: Professional Conduct

We will allow our qualifications, skill level, background, and competence to determine which assignments and referrals we are capable of accepting. As professionals, it is the responsibility of members to remain informed about policies, regulations, standards, and protocols that govern their professional behavior and scope of practice. If an error or omission occurs, accidentally or deliberately, members will notify the appropriate party(ies) immediately, rectify promptly, and be accountable for their repercussions. We will follow our profession's code of ethics and respective laws as well as those stipulated through our membership with the Prevention Practitioners' Network.

#### 4.34 Mandatory: Harassment

Unsolicited and unwelcome physical, written, or verbal activity that creates an unsafe, intimidating, or offensive environment will not be tolerated. Clients and members deserve and are entitled to access to resources and specialists without harassment or stigmatization. Members will follow all local, state, and federal anti-harassment laws and statutes.

### **4.4 Open Network Users**

#### 4.41 Mandatory: Privacy and Confidentiality

Privacy and confidentiality are critical to our work. All network visitors are responsible for maintaining these standards consistent with how it is regulated by law, established by organizational rules, or as dictated by one's profession and/or institution.

#### 4.42 Mandatory: Harassment

Unsolicited and unwelcome physical, written, or verbal activity that creates an unsafe, intimidating, or offensive environment will not be tolerated. Clients and members deserve and are entitled to access to resources and specialists without harassment or stigmatization. All network users are expected to follow all local, state, and federal anti-harassment laws and statutes. If a training resource or workshop video includes contact information for any of the panelists or experts, it is expected that their information will not be used to make harassing, threatening, intimidating, or unsolicited advances towards them.

#### 4.43 Mandatory: Professional Conduct

When accessing the network resources, such as the training, webinars, and programming, all users are expected to be respectful of those experts involved in designing and developing those resources. The network is open to feedback for process and programming improvement, but will not tolerate unprofessional conduct or aggressive or harassing behavior.

## 5. Appendix A

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### A.1 Glossary

**Client.** A person (e.g., a parent) or entity who accesses the network with the purpose of locating a prevention practitioner within the network or accessing training or education resources who does not hold practitioner status.

**Case Consultation.** A review of a client's case among prevention and intervention practitioners that may include the sharing of private and confidential information as allowed by HIPAA, FERPA and applicable law. Cases may be anonymized to safeguard protected client information.

**Conflict of Interest.** A situation that clashes with a practitioner's duty to act in the best interest of their client, organization, profession, or membership.

**Confidentiality.** The ethical obligation to maintain personally identifiable information (PII) and protected health information (PHI) safe and secure from public disclosure or from individuals who do not have permission to access.

**Duty.** A person's ethical, legal, or professional responsibility to promote the best interest of an organization or other person with whom they are affiliated.

**Open Network User.** An individual or organization who accesses the network's publicly accessible resources and content.

**Prevention Practitioners' Network member.** An individual, practice, or organization who has joined the Prevention Practitioner's Network as a member

**Practitioner.** A person engaged in an activity or action that contributes to the prevention of hate-based violence or targeted violence efforts, knowledge, or programs.

**Targeted Violence (TV).** Violence or attacks that are inflicted on specific individuals, institutions, communities, or groups. These attacks are calculated.

++ Information on case consultations.

Should indicate best practices for case consultation: deidentified data, confidentiality kept among those in the consultation, practitioner responsibility in discerning what is said in consultation.