

Code of Ethics
Association of Spiritual Caregivers
Of
Meriter Health Services and Meriter Hospital

The Association of Spiritual Caregivers (ASC, Association) is a voluntary association of community clergy and spiritual caregivers affiliated with Meriter Health Services and Meriter Hospital who are sanctioned to serve members of their congregations within Meriter and participate in the Association's programs, committees, and activities. The ASC's vision: **WHOLE PERSONS IN WHOLE COMMUNITIES**, is a partnership with Meriter Health Services through The Department of Spiritual Care (DSC). The ASC exists to be a bridge between Meriter Health Services/Meriter Hospital and faith communities of the greater Madison area to promote health and healing in body, mind, and spirit.

The mission of the ASC is: to provide excellence in spiritual care in the healing ministries of Meriter Health Services and Meriter Hospital, Inc.; to provide opportunities for faith community leaders and others to grow in their knowledge and understanding with regard to issues of health and healing; and to assist faith communities in their efforts to be centers of health and healing.

In promoting the vision and mission of the Association of Spiritual Caregivers, certain values and principles undergird its functioning as an organization and of its members. The Association of Spiritual Caregivers sets forth this Code of Ethics to inform its membership and those with whom they work of those values and principles and the expectations for ethical behavior they engender.

In becoming a member of the Association of Spiritual Caregivers, one affirms this Code and the Meriter "Code of Ethics and Standards of Conduct" and holds oneself accountable to them. Membership implies agreement to participate with integrity and good faith in any of the processes of the Association, to hold oneself and other members accountable to this Code, and to accept the decisions of the Association of Spiritual Caregivers Executive Committee, especially in circumstances regarding continuation of membership when evidence exists of conduct contrary to this Code.

110 General Principles and Values

110.1 The Association and its Members shall demonstrate commitment to these values in relationships with members, those served, colleagues and through conduct in their professional roles.

110.11 The individual person possesses dignity and worth.

110.12 The spiritual dimension of a person is an essential part of an individual's striving for health, wholeness and meaning in life.

110.13 The spiritual care of persons is a critical aspect of the total care offered in the delivery of care in one's faith community and Meriter Health Services/Hospital. (for public and private institutions and organizations.)

110.14 Inclusivity and diversity are foundational values in spiritual care and pastoral services offered to persons and are valued throughout the structures of the Association.

110.15 Public advocacy related to spiritual values and social justice concerns is promoted on behalf of persons in need.

120 Ethical Standards for the Association

120.1 The Association shall promote integrity, competence, respect for the dignity of all persons, and collegiality among its members.

120.11 The Association shall admit to membership and serve all persons without discrimination regardless of race, ethnicity, sexual orientation, gender, age, disability, religion, or faith group.

120.12 The Association shall work for the improvement and growth of spiritual care and pastoral services according to its vision and mission.

120.13 The Association shall, in conformity to its by-laws, provide structures and resources to maintain its mission and promote its educational programs.

120.14 The Association shall follow its by-laws, policies, and processes in holding itself and its members accountable to this Code, its mission, and standards for competency and ethical behavior.

130 Ethical Standards for Members

130.1 Members shall treat all persons with dignity and respect.

130.11 Members shall serve all persons without discrimination regardless of religion, faith group, race, ethnicity, sexual orientation, gender, age, or disability.

130.12 Members shall demonstrate respect for the opinions, beliefs and professional endeavors of other members, their colleagues and those with whom they have contact.

130.13 Members shall affirm the religious and spiritual freedom of all persons and refrain from imposing doctrinal positions or spiritual practices on persons whom they encounter in their professional role.

130.14 Members shall not condone or support unlawful discrimination against colleagues or others with whom they have contact in their professional role.

130.15 Members shall not use their professional position with, or knowledge of, another for personal gain. They shall refrain from emotional, financial, sexual or any other form of exploitation.

130.16 Members shall not engage in sexual misconduct. Sexual misconduct includes sexual abuse, sexual exploitation and sexual harassment. Sexual misconduct includes, but is not limited to: sexual advances; requests for sexual favors; verbal, physical or visual conduct of a sexual nature; any pattern of behavior that would be perceived as sexual misconduct.

130.2 Members shall respect the privacy of all persons.

130.21 Members shall follow the policies of Meriter Health Services and Meriter Hospital regarding patient confidentiality sharing private information about those whom they serve according to those policies, the member's religious tradition, or as required by law.

130.22 Members shall refrain from relating experiences that expose the vulnerabilities of those served or their families to derision or ridicule.

130.23 Members shall seek to guard the identities of those served in any consultations, presentations or publications unless the person served has given the member written permission for disclosure of the relationship.

130.24 Members shall respect the private communications of colleagues unless to do so would violate the safety and well-being of another or be in conflict with the laws or policies of the state, Meriter Health Services and Meriter Hospital, or the Association.

130.3 Members shall conduct themselves with integrity in all their professional relationships including those whom they serve, their colleagues and the Association.

130.31 Members shall accurately represent their professional qualifications, ministerial experience, and affiliations.

130.32 Members shall maintain accurate and current records, minutes, patient documentation, and financial accounts or other documents required in the course of their ministry through the Association or in service of the Association.

130.33 Members shall respond with honesty and timeliness to any duly authorized inquiry or request of the Association.

130.34 Members shall provide the President and Executive Committee of the Association immediate notice of any complaint of unethical conduct made against them in a civil, criminal, ecclesiastical, employment or another professional organization's forum. Failure to report or provide accurate, full and truthful information constitutes a violation of this Code and revocation of Association membership/privileges.

130.4 Members shall conform to the Association's expectations of competency.

130.41 Members shall maintain an active relationship and good standing within the faith communities in which they are ordained, or commissioned or endorsed.

130.42 Members shall pursue opportunities for personal growth and professional development so as to enhance their professional and ministerial proficiency.

130.43 Members shall make referrals or obtain consultations when in the best interests of those served and maintain interdisciplinary and interprofessional relationships to foster these practices.

130.44 Members shall take responsible action when they become aware that they themselves or another member is impaired or otherwise unable to maintain this Code.

130.45 Members will attest that there are no charges ecclesial, civil, or criminal, that would be in violation of this Code and standards set forth within.