

## A-10 Maintaining Appropriate Professional Relationships Policy



POLICY TITLE: Maintaining Appropriate Professional Relationships Policy	
Approved By: Nicole Janer, Sr. Director of Operations	Effective Date: January 1, 2020
Original Date: January 1, 2020	Revision Date: n/a

### **Purpose**

The purpose of this policy is to provide guidance and expectations to EBA employees and contracted service provider agency employees regarding appropriate and professional relationships between adults and clients. The primary responsibility of all persons involved with serving clients is to respect the dignity and promote the welfare of clients.

### **Guidance and Expectations**

- Employees must act to avoid harming their clients and to minimize or remedy unavoidable or unanticipated harm.
- Employees must be aware of -and avoid imposing- their own values, attitudes, beliefs, and behaviors.
- Employees are prohibited from having a romantic or sexual relationship with their clients.
- Employees are prohibited from engaging in counseling relationships with friends or family members with whom they have an inability to remain objective.
- Employees are prohibited from engaging in a virtual/social media relationship with individuals with whom they have a current counseling relationship. (i.e. Facebook, Instagram, etc.)
- Employees should, with their supervisor, consider the benefits and risks of accepting as clients those with whom they have had a previous relationship, even a casual or distant relationship, such as mutual membership or participation together in a professional