

Community Health Worker Code of Ethics Comparison

DRAFT 5/14/18

Code of Ethics for CHW	MA	RI	OR
1.1 Honesty Community Health Workers are professionals that strive to ensure the best health outcomes for the communities they serve. They communicate the potential benefits and consequences of available services, including the programs they are employed under.	Yes - Standard 2, 3, 8, 22, 23	Yes, Standard 9 (not explicit)	Yes – Role 3 (not explicit)
1.2 Confidentiality Community Health Workers respect the confidentiality, privacy, and trust of individuals, families, and communities that they serve. They understand and abide by employer policies, as well as state and federal confidentiality laws, that are relevant to their work.	Yes – Standard 14	Yes – Standard 9	Yes – Role 3
1.3 Scope of Ability and Training Community Health Workers are truthful about qualifications, competencies, and limitations on the services they may provide, and should not misrepresent qualifications or competencies to individuals, families, communities, or employers.	Yes – Standard 2, 5, 6, 7	Yes – Standard 8, 9	No
1.4 Quality of Care Community Health Workers strive to provide high quality service to individuals, families, and communities. They do this through continued education, training, and an obligation to ensure the information they provide is up to date and accurate.	No	Yes – Standard 4	Yes – Role 3
1.5 Referral to Appropriate Services Community Health Workers acknowledge when client issues are outside of their scope of practice and refer clients to the appropriate health, wellness, or social support services when necessary.	Yes – Standard 4, 5, 6	Yes – Standard 5	Yes – Role 3
1.6 Legal Obligations Community Health Workers have an obligation to report actual or potential harm to individuals within the communities they serve to the appropriate authorities. Additionally, Community Health Workers have a responsibility to follow requirements set by states, the federal government, and/or their employing organizations. Responsibility to the larger society or specific legal obligations may supersede the loyalty owed to individual	Yes – Standard 6, 7, 30	Yes – Standard 9	Yes – Role 3

Community Health Worker Code of Ethics Comparison

DRAFT 5/14/18

Code of Ethics for CHW	MA	RI	OR
community members.			
2.1 Cultural Humility Community Health Workers possess expertise in the communities in which they serve. They maintain a high degree of humility and respect for the cultural diversity within each community. As advocates for their communities, Community Health Workers have an obligation to inform employers and others when policies and procedures will offend or harm communities, or are ineffective within the communities where they work.	No	Yes – Standard 1, 3, 7	Yes – Role 2
2.2 Maintaining the Trust of the Community Health Workers are often members of their communities and their effectiveness in providing services derives from the trust placed in them by members of these communities. Community Health Workers do not act in ways that could jeopardize the trust placed in them by the communities they serve.	No	Yes – Standard 1, 7	Yes – Role 2
2.3 Respect for Human Rights Community Health Workers respect the human rights of those they serve, advance principles of self-determination, and promote equitable relationships with all communities.	Yes – Standard 10, 11, 29	Yes – Standard 7	Yes – Role 3
2.4 Anti-Discrimination Community Health Workers do not discriminate against any person or group on the basis of race, ethnicity, gender, sexual orientation, age, religion, social status, disability, or immigration status.	Yes – Standard 10	Yes – Standard 1, 7	Yes – Role 2 (not explicit)
2.5 Client Relationships Community Health Workers maintain professional relationships with clients. They establish, respect, and actively maintain personal boundaries between them and their clients.	Yes, Standard 16	Yes – Standard 5	Yes – Role 3
3.1 Cooperation Community Health Workers place the well-being of those they serve above personal disagreements and	Yes – Standard 17, 18, 19, 20	Yes – Standard 5, 9	Yes – Role 2

Community Health Worker Code of Ethics Comparison

DRAFT 5/14/18

Code of Ethics for CHW	MA	RI	OR
work cooperatively with any other person or organization dedicated to helping provide care to those in need.			
3.2 Conduct Community Health Workers promote integrity in the delivery of health and social services. They respect the rights, dignity, and worth of all people and have an ethical obligation to report any inappropriate behavior (e.g. sexual harassment, racial discrimination, etc.) to the proper authority.	No	Yes – Standard 9	Yes – Role 3
3.3 Self-Presentation Community Health Workers are truthful and forthright in presenting their background and training to other service providers.	Yes – Standard 2	Yes – Standard 9	No
4.1 Continuing Education Community Health Workers should remain up-to-date on any developments that substantially affect their ability to competently render services. Community Health Workers strive to expand their professional knowledge base and competencies through education and participation in professional organizations.	Yes – Standard 2 7, 22	Yes – Standard 9	Yes – Role 1
4.2 Advocacy for Change in Law and Policy Community Health Workers are advocates for change and work on impacting policies that promote social justice and hold systems accountable for being responsive to communities. Policies that advance public health and well-being enable Community Health Workers to provide better care for the communities they serve.	No	No	No
4.3 Enhance Community Capacity Community Health Workers help individuals and communities move toward self-sufficiency in order to promote the creation of opportunities and resources that support their autonomy.	No	Yes – Standard 4	Yes – Role 2
4.4 Wellness and Safety Community Health Workers are sensitive to their own personal well-being (physical, mental,	No	Yes – Standard 8	Yes – Role 3, but not specific to an

Community Health Worker Code of Ethics Comparison

DRAFT 5/14/18

Code of Ethics for CHW	MA	RI	OR
and spiritual health) and strive to maintain a safe environment for themselves and the communities they serve.			individual's limitations
4.5 Loyalty to the Profession Community Health Workers are loyal to the profession and aim to advance the efforts of other Community Health Workers worldwide.	No	Yes – Standard 4	No
4.6 Advocacy for the Profession Community Health Workers are advocates for the profession. They are members, leaders, and active participants in local, state, and national professional organizations.	No	Yes – Standard 6	No
4.7 Recognition of Others Community Health Workers give recognition to others for their professional contributions and achievements.	No	No	

SOURCES

Community Health Workers Code of Ethics (Georgetown Law):

https://www.in.gov/isdh/files/CHW_CodeofEthics_approvedfinalJune2008.pdf

Massachusetts:

<https://www.mass.gov/files/documents/2017/10/03/chw-272cmr400.pdf>

Rhode Island:

<http://www.health.ri.gov/materialbyothers/CommunityHealthWorkerJobAnalysisAndStandards.pdf>

Oregon:

<http://www.oregon.gov/oha/oei/Documents/nthw-report-120106.pdf>

Community Health Worker Code of Ethics Comparison

DRAFT 5/14/18

Additional Resources:

Community Health Workers (CHWs) Training/Certification Standards Current Status (Astho)

<http://www.astho.org/Public-Policy/Public-Health-Law/Scope-of-Practice/CHW-Certification-Standards/Updated-10-23-15/>

“Community Health Worker Credentialing” – Harvard Center for Health Law and Policy Innovation:

<https://www.chlpi.org/wp-content/uploads/2014/06/CHW-Credentialing-Paper.pdf>