

CODE OF ETHICS

The Code of Ethics must be signed and followed by all Sober Living Owners/Operators, Heads of Households, staff & clients. This statement commits the signer to adhere to this Code of Ethics and to maintain a vital concern for the lives and wellbeing of all.

In signing this Code of Ethics, I agree to:

1. Be dedicated to recognizing the dignity and worth of all human beings.
2. Maintain an alcohol and illicit drug free environment.
3. Maintain quality housing that is consistent with the quality of the neighborhood. Demonstrate activities that benefit the immediate neighbors.
4. If an alcoholic or addict, to remain abstinent. If not an alcoholic or addict, to remain alcohol free during performance hours. If an Operator, to ensure that Managers and Heads of Households who are alcoholics or addicts are clean and sober at least 9 months and remain abstinent.
5. I and all Heads of Households will submit to random drug testing at the request of Management.
6. Exercise no physical violence, nor threaten violence in the home. I will not tolerate either on the premises.
7. Assure that no weapons are allowed on Sober Living premises.
8. Agree to not become romantically or sexually involved with home lodgers or anyone the Sober Living Home is assisting.
9. If I am a Manager or Head of Household, to never become involved with lodgers' financial affairs.
10. Adhere to State and Federal laws as outlined by the Sober Living Network.
11. Operate the house in a "complaint-free" way so that complaints from clients, neighbors, and service providers are not generated.
12. Respect the privacy and personal rights of all lodgers. I agree to develop skills to relocate residents and do all that is possible to relocate lodgers when it becomes necessary to terminate residency.

If a Sober Living Owner, Manager, Head of Household or a client is found to have violated any of the above Code of Ethics of The Spencer House, penalties may include, but are not limited to public reprimand, suspension or revocation of membership. This action does not

curtail any of the other rights and remedies of the parties to redress, nor shall a determination of a violation rise to the level of proof as if the matter were heard in a court of competent jurisdiction.

My signature below indicates my agreement to abide by this Code of Ethics: Print name:

_____ Name of SL Home: _____ Signature:
