

**HCBS IDD Service Provider Core Values**

NASP member agencies share core values that inform standards of conduct towards each other and guide our delivery of services and supports to individuals with IDD.

Our core values: professionalism, integrity, collaboration, communication, inclusion.

Our core values in action:

**Professionalism***: honest, respectful, responsive, and solutions-focused*

*Towards each other:*

While it is understood that NASP member agencies must compete to a certain extent (there being a finite number of individuals to be served at any given time as well as a workforce shortage), that competition shall remain above board.

*Towards the individuals we support:*

As HCBS IDD service providers, our first allegiance is to the person/s we support; all other activities and functions performed by our agencies flow from this allegiance.

*Furthermore, as HCBS IDD service providers, we will:*

* Commit to person-centered supports as best practice.
* Support the rights of individuals to lead self-directed lives, working in partnership with other members of the person’s support network.

**Integrity***: ensuring what’s right for those we support, transparency, follow-through*

We will support the mission and vitality of our profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people we support, other professionals, and the community.

*Furthermore, as NASP members and HCBS IDD service providers, we will:*

* Be aware of personal bias and how it influences professional decisions.
* Maintain competency through learning and ongoing collaboration with others.
* Seek advice and guidance on ethical issues from others as needed.
* Recognize the importance of modeling valued behaviors with colleagues, people we support, and the community at-large.
* Advocate with the person/s we support and others when the demands of the system override the needs of those we support, or when individual preferences, needs or gifts are neglected for any reason.
* Safeguard and respect the confidentiality and privacy of the people we support.

**Collaboration:** *teamwork, shared experiences and opportunities, active association committees*

We recognize the importance of maintaining reciprocal relationships and proactively facilitating positive relationships between NASP members agencies and the state. We promote and practice justice, fairness, and equity for the people we support and the community.

*Furthermore, as NASP members and HCBS IDD service providers, we will:*

* Present a unified message at the legislative, policy, and administrative levels.
* Honor the choices, preferences, abilities, and opinions of the people we support.
* Recognize that the unique culture, social network, circumstances, personality, preferences, needs and gifts of each person we support must be the primary guides for the selection, structure, and use of supports for that person.
* Promote self-determination in physical, intellectual, emotional, social, and spiritual pursuits.

**Communication:** *trustworthy, open, clear, timely, approachable*

NASP staff and members shall provide accurate and timely information when necessary and appropriate to other members, legislators, state department staff, and the larger community.

*Furthermore, as NASP members and HCBS IDD service providers, we will:*

* Distinguish, when appropriate, statements and actions made as an individual and those made as a representative of NASP.
* Provide relevant, current, and truthful information to the people and families they serve to support an environment of informed choice and self-determination.
* Support people to speak for themselves in all matters and offer assistance when needed.
* Honor those who cannot speak by seeking other ways of understanding them.
* Represent the best interests of people who cannot speak for themselves by partnering with the individual and their support team to gather information and find alternative means of expression.
* Seek information directly from those we support regarding their wishes in how, when and with whom privileged information should be shared.

**Inclusion:** *all perspectives are valued; fair and equal treatment*

*Towards each other:*

All NASP member agencies - regardless of size, revenue, location, or tenure - have an equal say in the direction of the association. Each NASP member agency has one voting member on our Board of Directors. Committees, meetings, events, and opportunities are open to all NASP member agencies.

*Towards the individuals we support:*

As HCBS IDD service providers, we respect the human dignity and uniqueness of the people we support. We recognize each person we support as valuable and promote their value within communities.

*Furthermore, as HCBS IDD service providers, we will:*

* Seek to understand the people we support in the context of their personal history, their social and family networks, culture, and their hopes and dreams for the future.
* Interact with the people we support in a manner that is respectful to them.
* Provide opportunities for the people we support to be viewed and treated with respect and embraced as integral, contributing members of their communities.
* Promote the use of language that is respectful, sensitive, and contemporary.
* Assist the people we support to access opportunities and resources in the community that are available to everyone.
* Advocate for laws, regulations, policies, and procedures that promote justice and inclusion for all people with disabilities.
* Promote human, legal, and civil rights for all people and help those we encounter to understand these rights.