



Ongwanada Code of Ethics

Ongwanada holds a special place of trust within our community. As a result, the community extends opportunities and privileges to Ongwanada who, in return, commits to the adherence of high standards of expertise and ethical conduct. As a leader in the field of developmental disabilities, Ongwanada recognizes that our ethical practices are some of the most important factors in the promotion of quality care and support for individuals with a developmental disability and their families.

The values that we hold for delivery of services to individuals and their families also apply to the relationships we maintain with our staff, suppliers and organizations that we work together with in the delivery of those services.

Our values are founded on the core ethical principles of Dignity, Beneficence, Non-maleficence, Integrity, Justice, and Autonomy.

TO BE WORTHY OF RESPECT (*Dignity*)

We recognize that all human life is worthy of esteem and respect. In our interactions we will demonstrate respect for the individual, their ideas, choices, opinions and differences. We will support individuals with developmental disabilities and their families, providing opportunities for them to make decisions about their quality of life.

TO ACT FOR THE BENEFIT OF OTHERS (*Beneficence*)

We enact practices that will encourage personal growth, self expression and positive self image within a supportive environment. We promote and nurture individual well being, positive relationships and active participation in community life.

TO NOT INFLICT INTENTIONAL HARM (*Nonmaleficence*)

We provide a safe environment for staff and clients while ensuring the highest quality of care, free from abuse or neglect. We are accountable for privacy, confidentiality and respect for the informed consent process. We avoid relationships and/or situations that could result in a conflict of interest.

TO BE HONEST AND MORALLY RESPONSIBLE (*Integrity*)

We conduct ourselves with honour and nobility, while upholding professional and organizational standards. We will provide quality service and individualized approaches to meet the changing needs of our clients and their families. We support education and professional development of our staff, and foster educational efforts through University partnerships and teaching agreements. We promote positive relationships between Ongwanada and the community.

TO BE FAIR IN OUR BEHAVIOUR OR TREATMENT (*Justice*)

We ensure that all of our services are accessible, non discriminatory, equitable and fair. We strive to provide an environment that upholds human rights, promotes social inclusion and respects the integrity of the complaint process.

TO BE FREE TO ACT OR GOVERN ONESELF (*Autonomy*)

We have the responsibility to advocate on behalf of our clients and their families. We strive to facilitate empowerment through the promotion of continual growth, self determination and risk management. Within this context we recognize that there are circumstances in which the wishes of the individual may be superseded by the obligation of the organization to act beneficently on their behalf.