



# **RITT Certified Clinician**

Professional Standards & Ethical Guidelines

August 27, 2025

**RITT Certified Clinician**

## **Professional Code of Conduct**

### **1. Purpose**

The RITT Certified Clinician program is committed to advancing clinical, scientific, and societal understanding of trauma treatment while ensuring that all members uphold the highest professional, ethical, and collegial standards. This Code of Conduct exists to protect the integrity of our profession, safeguard clients and communities, and promote a safe, respectful environment for members, staff, and participants in all RITT-related activities. Membership as a RITT Certified Clinician requires familiarity with and adherence to this Code. Lack of awareness or misunderstanding is not an acceptable defense for violations.

## **2. Professional and Ethical Standards**

Members must:

1. Adhere to the professional and ethical standards of their respective clinical disciplines. If no such standards apply, the Standards of Conduct as outlined by the Virginia Department of Health Professions will be the default.
2. Remain in good standing with their licensing or regulatory boards, reporting any disciplinary actions, sanctions, or findings of misconduct to the RITT Certified Clinician program within 30 days.
3. Represent themselves honestly and refrain from misleading or unethical advertising of services, training programs, or credentials.
4. Use RITT credentials (e.g., Certified Clinician, RITT CC, RITT ACC, RITT CC/ACC + C) only in accordance with organizational policy. Credentials must not be used to imply authority to provide training outside the scope of official approval.
5. Uphold diversity, equity, and inclusion by fostering cultural competence, respect, and sensitivity in all professional relationships and service delivery.

## **3. Standards of Conduct**

Members are expected to:

- Maintain professionalism and collegiality in all RITT-sponsored activities, events, and communications.
- Avoid harassment, discrimination, or hostile behavior in any form, including physical, verbal, or written.
- Protect the safety, health, and comfort of all participants and staff.
- Refrain from disruptive or unethical behavior that undermines the mission or reputation of RITT Certified Clinician.

## **4. Misconduct**

### **4.1 Personal Misconduct**

- Harassment, discrimination, threats, or abuse toward members, staff, or others.
- Defamation of character or professional standing.
- Lewd, indecent, or unsafe behavior at RITT events or online forums.
- Possession of weapons or dangerous substances at RITT events.

### **4.2 Ethical Misconduct**

- Conflicts of interest not disclosed or managed appropriately.
- Misrepresentation of credentials or positions for personal gain.
- Unauthorized representation of RITT to the public, media, or outside organizations.
- Collusion or subversion of organizational leadership through unethical means. Findings by a licensing body of practice outside professional standards of care.

### **4.3 Financial Misconduct**

- Misuse, misrepresentation, or concealment of funds.
- Failure to provide accurate and timely financial reporting when responsible.
- Using RITT affiliation for unauthorized financial gain.

## **4.4 Substance Use**

- Use of alcohol, marijuana, or illicit substances in violation of law or in a manner that impairs judgment at RITT events.
- Furnishing alcohol to underage participants.

## **5. Diversity and Cultural Competence**

The RITT Certified Clinician program values diversity as essential to growth, creativity, and service. Members are expected to:

- Demonstrate cultural competence in all professional activities.
- Respect and integrate awareness of cultural, racial, gender, sexual orientation, socioeconomic, ability/disability, religious, and age-related diversity into practice.
- Avoid participation in practices such as sexual orientation change efforts (SOCE), which pathologize LGBTQIA+ identities and are harmful and inconsistent with RITT's values.

## **6. Enforcement and Penalties**

Violations of this Code may result in disciplinary action, including but not limited to:

1. Warning – Written notice of violation and expectations for corrective behavior.
2. Probation – Temporary restrictions on participation in RITT activities.
3. Suspension – Temporary exclusion from membership benefits, events, and communications. Membership fees will not be reimbursed.
4. Termination of Membership – Permanent expulsion, loss of credentials, and notification to relevant bodies if required. Members subject to disciplinary action will have the right to respond and may appeal decisions to the RITT Board of Directors within 30 days.

## **7. Effective Date**

This Code of Conduct is effective immediately upon approval by Kris SantaMaria, LCSW and applies to all members, credential holders, and participants in RITT-related activities.