

# Peers Supporting Peers

## Qualification for Team Membership



1. Employees to include: credentialed providers, employees and volunteers.
2. Personal Characteristics
  - Respect and trust of peers
  - Ability to keep confidences
  - Effective communications skills
  - Emotional Maturity
  - Empathetic
  - Non-judgmental
  - Culturally aware/sensitive
  - Embraces gossip-free work environment
3. Accessible for team activities
4. Ability to work within established guidelines
5. Ability to declare a *conflict of interest* if indicated
6. Receive manager endorsement to service as a peer supporter

### Revocation/Suspension of Membership

Membership is revocable at the discretion of the Team Coordinator and Facility Team Lead based upon recommendation of an ad hoc Peer Review Board. Revocation is applicable for, but not limited, to the following:

1. Violation of confidentiality
2. Failure to follow protocols and directives regarding team activity.
3. Inability to attend at least 50% of team meetings (unless excused absence by team coordinator).
4. Failure to be present at an assigned intervention, when team member has made a commitment to do so.