



PEER-LED SOCIAL MODEL OF RECOVERY HOME BEST PRACTICES

ADDRESSING INAPPROPRIATE BEHAVIOR

IT'S THE LITTLE THINGS THAT TRIP US UP!

FOSTERING ACCOUNTABILITY

In a peer-led social model recovery home, the environment is the service. Every interaction, conversation, action, and response contributes to the culture of the recovery community.

Unaddressed inappropriate behavior will repeat itself. Over time, this becomes a culture of inappropriate behavior. Likewise, consistently practiced recovery behaviors strengthen and reinforce a positive Recovery Culture.

The purpose of this framework is not punishment, but to help residents recognize inappropriate behavior, accept accountability, repair harm, strengthen relationships, and reinforce the recovery principles that support long-term recovery.

The Social Model recognizes that inappropriate behavior often presents an opportunity for learning, growth, and change. Residents learn to address behaviors rather than attack individuals, while supporting one another in practicing the principles necessary for successful recovery and community living.

A FRAMEWORK OF GROWTH

The
Environment
IS
The Service



1 ESTABLISH CLEAR COMMUNITY STANDARDS

Orientation and Education: Ensure all residents and peer staff understand their responsibility as residents, including guidelines for behavior, boundaries, and consequences. Regular recovery, principled group discussions and house meetings should be conducted to reinforce these values.

As a resident of this peer-led social model recovery residence, it is my responsibility to:

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- Understand
- Choose
- Commit that I will
- Take responsibility for
- Agree that I will do my part to
- Commit to

Accept the following responsibilities:

- To be alcohol and illicit drug-free
- To be free of violence or threats of violence
- To be free of slurs or innuendo (sexual, ableness, ageism, etc.)
- To be free of sexual acting out within the residence
- To be free of stealing
- To be free of gambling

Cultural Commitment:

Foster a recovery-first culture of non-punitive accountability, mutual respect, and personal growth where everyone feels responsible for the community's collective well-being and safety of the home.



It is my responsibility to hold myself accountable for my inappropriate behavior and be willing to accept accountability from my housemates. I am also responsible for holding my housemates accountable for their inappropriate behavior. Unwillingness to hold my housemates accountable for their inappropriate behavior Is Inappropriate behavior.

2 TEACH TO ADDRESS BEHAVIOR ONLY

Teach the Residents to Participate in a Framework for Immediate Intervention to Address the Behavior Only.

Residents are to address the issue promptly:

Inappropriate behavior should be addressed as soon as it occurs to prevent escalation. Delays can lead to resentment or a perception of permissiveness. Unaddressed Inappropriate Behavior will repeat itself!

Residents are to approach their housemate:

In a nonjudgmental manner, while intervening calmly and respectfully, and avoid public shaming, which can damage trust.

Peer-Led, Experiential-Credentialed Engagement:

Empower peer leaders with lived experience to facilitate initial conversations. Peer-to-peer communication often reduces defensiveness.

Ask vs. Tell, Requests vs. Demands:

Telling or making demands creates an authoritarian environment where power dynamics dominate interactions. In contrast, a transformational environment fosters collaboration and mutual respect by emphasizing communication through requests and thoughtful asking.



3 PROMOTE REFLECTION AND LEARNING

Individual Reflection:

Ask open-ended questions to help the individual recognize the impact of their behavior.

Group Feedback Sessions (House Meetings):

Facilitate structured conversations where peers can provide feedback in a constructive manner. Ensure this is done respectfully, emphasizing growth rather than blame.

Trauma-Informed Support:

Remind the residents that their own and their housemate's inappropriate behavior may stem from past trauma or unresolved issues. They are to approach each other with empathy and incorporate suggestions and resources to address these underlying factors.

4 LEVERAGE PEER ACCOUNTABILITY

Shared Responsibility:

In a social model, all members contribute to maintaining the program's integrity. Encourage residents to hold each other accountable while offering support.

Recommend Solutions from Individuals Recovery Pathway:

Incorporate solutions from the residents' recovery fellowship and suggest communication with the fellowship Sponsor, Mentor, or Spiritual advisor. Focusing on the residents' recovery empowers them and builds their leadership skills, reinforcing the home's communal nature.



5 IMPLEMENT

Implement Graduated Consequences

No Cookie Cutter Solutions:

Each person is an individual; the root or core of this human being's inappropriate behavior will be different than someone else's. Teach the residents to use the principles of recovery to suggest consequences tailored to the individual, not based on a procedure or policy.

Natural Consequences:

Allow behaviors to result in natural outcomes where appropriate (e.g., missing privileges for missing responsibilities). These lessons are often more impactful than imposed punishments.

Structured Responses:

The residents are to use a tiered system to address recurring or severe inappropriate behavior. The group is to recommend recovery-focused behavior agreements, writings, and actions that focus on correcting the behavior. Residents are also reminded not to ask their housemate to do something they themselves are not willing to do. **Attempts to humiliate their housemate are to be avoided at all costs.**

Final Measures: For serious or repeated violations, as a last resort, the residents may consider temporary suspension or removal from the home, always coupled with a clear pathway for readmittance to the residence.

6 EMPHASIZE

Progress and Restoring Trust

Repairing Harm:

Focus on helping the individual repair relationships or damage caused by their actions. Examples include not to repeat the behavior, making amends, and engaging in acts of service.

Community Healing:

Address the broader impact on the group, fostering open dialogue about rebuilding trust and moving forward as a cohesive unit.

7 MAINTAIN

Maintain a Safe Environment

Prioritize Safety:

Behaviors that compromise the safety or sobriety of others (e.g., violence, substance use on-site) require immediate intervention. The residents are to be taught to bring these issues to the attention of the house leadership immediately. Develop protocols for de-escalation, removal, and reintegration, ensuring safety without stigmatization.

Re-Entry Plans:

For a resident who has been asked to be temporarily removed from the home by the other residents, incorporate a re-admittance plan in which the resident can demonstrate a willingness to be accountable and commit to change.



8 MODEL

Model Positive Behavior

Leadership Example:

House leadership must embody the principles of recovery, demonstrating effective communication, conflict resolution, and adherence to house guidelines.

Peer Modeling:

Residents who have successfully addressed inappropriate behavior by accepting and practicing recovery principles are encouraged to share how they have changed and grown. The group should also recognize the changes they see in each other to cultivate an environment of a non-material **Gift Economy**.

9 SUPPORT

Provide Ongoing Support

An individual journey that must never be taken alone:

Residents are encouraged to suggest pairing individuals struggling with behavior with someone who has a similar lived experience and has overcome it, a sponsor, mentor, or someone within a recovery fellowship, for personalized guidance and support.

Skill Development:

Offer workshops or sessions on managing emotions, handling conflict, and building healthy relationships. Encourage residents to continue participating in and practicing their recovery pathway/fellowship.

Celebrate Successes:

The residents are to recognize and highlight each other's efforts and milestones in behavior improvement. Celebrating progress encourages and reinforces positive changes.



10 EVALUATE & ADAPT

Evaluate and Adapt the Process

Feedback Loops:

Regularly encourage residents to assess how they, as a group, address behavioral issues, focusing on the house guidelines and recovery principles. Peer leadership involves using their insights and lived experience to encourage the maintenance and growth of the recovery-first environment.

Training and Development:

Train staff and peer leaders to apply recovery principles, trauma-informed care, and peer-led accountability to address inappropriate behavior.

CONSIDERATIONS

THROUGHOUT THE PROCESS

FACILITATE:

To make (something) easier, to help (something, such as a discussion) run more smoothly and effectively.

FACILITATOR:

Especially someone who helps to bring about an outcome (such as learning, productivity, or communication) by providing indirect or unobtrusive assistance, guidance, or supervision.

-Mirriam-Webster Dictionary Definitions

FINAL THOUGHTS:

"Rationalization is giving a socially acceptable reason for socially unacceptable behavior, and socially unacceptable behavior is a form of insanity."

-Alcoholics Anonymous-"Freedom From Bondage" Page, 550.

This approach not only ensures a safe, respectful, and supportive environment but also reinforces the social model's core values. Addressing inappropriate behavior becomes an opportunity for personal and community growth, empowering residents to take ownership of their recovery journey and contribute meaningfully to the recovery community.