§ 554. Codes of conduct. 1. The justice center shall adopt and amend, as appropriate, codes of conduct for all custodians as defined in subdivision two of section four hundred eighty-eight of the social services law who have or will have regular and direct contact with vulnerable persons who reside in or receive services from such facilities or provider agencies. Such codes shall govern the conduct of such custodians with respect to the safety, dignity and welfare of vulnerable persons to whom they provide care. The justice center shall establish a process by which each custodian is provided with a copy of the applicable code of conduct and is required, at the time of his or her initial employment, and at least annually thereafter, to acknowledge that he or she has read and understands such code of conduct. Such process shall also provide for the enforcement of such codes consistent with appropriate collective bargaining agreements.

2. Minimum requirements for codes of conduct. Such codes of conduct shall include, at a minimum: a. Provisions regarding the responsibility of such custodians to support the emotional, physical and personal well-being of the vulnerable persons they serve, including their protection from abuse and neglect, and to seek guidance and advice to resolve issues as needed when making decisions relating to the persons they serve.

b. Provisions regarding the responsibility of such custodians to assist the vulnerable persons they support to direct the course of their own lives, honoring, where appropriate, their right to assume risk in a safe manner and recognizing their potential for lifelong learning and growth.

c. Provisions regarding the responsibility of custodians to participate in available, appropriate training to maintain their competency and skill-level, and to model and shape the behavior of their co-workers.

d. Provisions regarding the responsibility of such custodians to promote and practice justice, fairness and equity for the vulnerable persons they support, uphold and respect their human and civil rights

and respect their human dignity and uniqueness.

e. Provisions regarding the responsibility of such custodians to assist, where appropriate, the vulnerable persons they support in developing and maintaining relationships with families, friends and the community-at-large.

f. Provisions regarding the responsibility of such custodians to advocate with and/or on behalf of the vulnerable persons they support for their needs, interest, justice, inclusion and full community participation.

g. Provisions requiring such custodians to report reportable incidents as required in section four hundred ninety-one of the social services law.