Appendix C
Peer Support Confidentiality Policy

Purpose
The purpose of this policy is to define confidentiality standards within the Peer Support Program and ensure clarity for all members.

Confidential Nature of Peer Support
Peer support interactions are intended to be confidential. Conversations between a peer supporter and a member will not be shared with supervisors, administration, or other members of the agency without the consent of the individual seeking support.

Peer support interactions are informal and are not documented in personnel files.

Limits of Confidentiality
Confidentiality may be limited under the following circumstances:

- When there is an immediate risk of harm to oneself
- When there is an immediate risk of harm to others
- When required by law, including mandatory reporting obligations
- When information is legally compelled by a court order

If confidentiality must be limited, the peer supporter will, when possible, inform the member prior to sharing information.

Scope of Peer Support
Peer support is non-clinical. Peer supporters provide listening, validation, and referral to additional resources when appropriate. Peer supporters do not provide diagnosis, medical care, or formal counseling.

Voluntary Participation
Participation in peer support is voluntary. Members may decline or discontinue engagement at any time.

Non-Retaliation
Members who access peer support services shall not face retaliation or adverse employment consequences for voluntary participation.

Program Oversight
The designated Peer Support Coordinator, Wellness Lead, or Resilience Officer is responsible for ensuring confidentiality standards are upheld within the program.

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