

National Alliance for Direct Support Professionals Certification Fraud Policy

NADSP is a professional organization that promotes adherence to a professional Code of Ethics <https://nadsp.org/resources/the-nadsp-code-of-ethics/>. All professionals who seek to align with NADSP are expected to uphold high ethical standards. In the process of certification, individuals must follow the path of responsible, forthright work and actions that represent the NADSP Code of Ethics. All persons aligned with NADSP are charged with the responsibility to ensure the integrity of the certification process, thus challenging and reporting any known acts of certification fraud.

The National Alliance for Direct Support Professionals (NADSP) defines fraud as follows:

- Describing direct support work inaccurately (or falsifying evidence) in an E-Badge Academy testimonial or accredited education submission. This includes describing direct support work that was not actually performed or events that did not take place.
- Describing the work of another professional as your own work. This includes copying work samples or testimonial statements of another direct support professional or frontline supervisor as well as claiming to have performed direct support work which was actually performed by others.
- Providing testimonials to others for the purpose of creating a fraudulent submission.
- The use of artificial intelligence (AI) for the creation of a false testimonial. (NADSP is not reviewing the submission on the basis of grammar, spelling or punctuation.)
- Copying information from a source without attributing the work to the author of that source.
- Downloading or copying information directly from the internet and passing it off as one's own.

All of these behaviors are unethical, are inconsistent with the Integrity and Responsibility tenet of the NADSP Code of Ethics and therefore is considered by the NADSP to be evidence of fraud. The NADSP will deny any work where there is evidence of fraud and will investigate and report suspicion of fraudulent work to the client.

Should an E-Badge submission be suspected to be in violation of the NADSP fraud policy, the user's account will be suspended and the DSP/FLS as well as the local administrator for the account will be notified of the suspected fraud. NADSP, along with the contracted agency, will investigate the suspected fraud with the user, to determine if fraud has occurred, and the circumstances surrounding the occurrence. Both the user and the local administrator will be notified by email, when there is a suspicion of fraud and when a testimonial or testimonials are being investigated.

To ensure the integrity of NADSP's E-Badge Academy, NADSP may utilize a tool, Turnitin, to help with the identification of fraud and the use of artificial intelligence.

Breaches of the NADSP Code of Ethics (including but not limited to certification fraud) may result in, (in NADSP's sole discretion), a requirement that the User be suspended from the E-Badge Academy certification programs, and all awarded certifications be revoked. Users and account local administrators will be notified by email when an account is permanently suspended. Users may engage in the appeal process for consideration in re-entry into the NADSP E-Badge Academy. Instructions for appeal will be provided in an email to the user. Readmission into the E-Badge Academy will require the client to offer a new seat to the user and the user must start the E-Badge Academy certification process from the beginning.

Appeal Process

Direct Support Professionals who engage in or are discovered to have engaged in fraud will have any certifications based on a fraudulent submission revoked and will be removed from the E-Badge Academy platform and will be prohibited indefinitely from re-enrolling, pending a successful appeal.

Users suspended from the NADSP E-Badge Academy on the grounds of fraud have the right to appeal.

To appeal permanent suspension from the NADSP, Users may submit, in writing a request for appeal along with documentation supporting their claim to the NADSP, Attn: Desiree Loucks Baer, COO, 240 Washington Ave. Extension, Albany, NY 12203 or [at dloucksbaer@nadsp.org](mailto:dloucksbaer@nadsp.org). Appeals must be submitted within 60 days of permanent suspension.

Upon receipt of an appeal, the COO will convene with a team from the NADSP to include the Chief Innovation Officer and the Director of Certification. The appeal will be reviewed along with the information collected by the NADSP Quality Specialist and contracting organization, to determine the validity of the request for readmission. Should readmission be granted by the NADSP, the User and contracting organization will be notified of the conditions of reinstatement. Conditions for reinstatement will include:

- The organization grants access to a new E-Badge Academy seat to the User.
- All previous work submitted by the user will be null and void, and the user will be required to start the full E-Badge Academy process again from the beginning.
- Users will be required to utilize a new email address, different from the one used in their previous account.
- Any previously legitimate testimonials and accredited education may be used by the user for the new account. Any testimonials or work submitted that was flagged as violating the NADSP Code of Ethics or Fraud Policy may not be submitted under the new account.