



NAADAC Approved Education Providers Program

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GUIDELINES & INSTRUCTIONS FOR NAADAC APPROVED EDUCATION PROVIDERS OF CONTINUING EDUCATION

NAADAC Approved Education Providers offer training and education for those who are seeking to become certified/licensed and those who want to maintain their certification/license at the state or national level.

Those participating in educational programs offered by NAADAC Approved Education Providers are assured that the continuing education (CE) credits provided for each course will be accepted toward national credentialing by the National Certification Commission for Addiction Professionals (NCC AP), as well as many of the individual state licensing/certification bodies in the addiction and other helping professions.



The NAADAC Approved Education Provider emblem signifies that an organization has voluntarily opened its educational programs to examination by the National Certification Commission for Addiction Professionals (NCC AP) for content applicability to state and national certification standards. This rigorous review process ensures that learners receive a consistent, reliable, and quality learning experience that is applicable to their careers and advances their understanding of addiction-related issues.

Options and Costs:

The program offers four (4) flexible options to organizations and individual trainers who wish to apply for Providership status.

Option 1: Approval of unlimited training for a period of two (2) years

This option applies to organizations, educational institutions or individuals who are experienced training providers and offer three (3) or more workshops/ conferences/ courses/ independent study programs per two-year period. This includes a single program that will be presented multiple times. **The fee for this level of approval is \$600 for two (2) years, \$400 of which is a non-refundable processing fee.**

Option 2: Approval for a single training event

This option applies to organizations, educational institutions or individuals who are experienced training providers and are offering only one (or are requesting approval for only one) training event; for example, an organization's annual conference. An independent study course is not considered a single training event. The approval status is only valid for the approved event and may

only be used for issuing or reissuing of certificates for this event. **The fee for this level of approval is \$200 per event**, all of which is a non-refundable processing fee.

Option 3: Approval for a cosponsored single training event

This option is designed for organizations, educational institutions or individuals who are experienced training providers and want to cosponsor a single training event. All cosponsored events must be approved outside of a current NAADAC Approved Education Providerships. Cosponsored event approval will only be approved on a one-time event basis for live events only. Independent studies, webinars, and on-demand education cosponsorship is strictly prohibited. All cosponsored events must submit the Cosponsor Single Training Event application for approval prior to the training event disclosing the nature of the cosponsorship. The approval status is only valid for the approved event and the single instance of the cosponsored relationship. The approval may only be used for issuing or reissuing of certificates for the single approved event. All cosponsored events and relationships will only be approved on a case by case basis. **The fee for this level of approval is \$200 per event**, all of which is a non-refundable processing fee.

Option 4: Approval for an academic institution

This option applies to regionally accredited colleges or universities that offer twelve (12) or more credits (semester or quarter hours) of substance use disorder-related courses within an undergraduate and/or graduate degree program. **The fee for this level of approval is \$800 for two (2) years**, \$400 of which is a non-refundable processing fee.

ARTICLE I. DEFINITIONS

- A. **Certified counselor:** A counselor certified under the authority of a state, national or international agency or organization.
- B. **Continuing Education (CE):** A learning experience that can come in a variety of forms including, but not limited to, lectures, conferences, academic studies, in-service education, institutes, seminars, workshops, extension studies and independent/ home study programs, and on-line courses taken by certified counselors for certification and recertification. These courses may also be provided to other disciplines such as Licensed Counselors, Social Workers, Marriage & Family Therapists, and Peer Recovery Support Specialists. These learning experiences are meant to enhance the knowledge of the certified counselor in providing direct and indirect patient care.
- C. **Course:** A systematic learning experience, at least one (1) hour in length, which is designed for the acquisition of tasks, knowledge, skills and information for application in direct and indirect patient care.
- D. **Independent/ home study/ on-demand course:** A course that can be completed on an individual basis and carried out remotely. This is a type of course that can be offered by a provider.
- E. **Education Approved Provider:** An individual, corporation, association, organization, organized health care system, educational institution, governmental agency or private practitioner offering continuing education as approved by NAADAC.

- F. **Evaluation:** The methods by which NAADAC Approved Education Providers measure various aspects of course performance and participants' successful completion of the course objectives. Accepted methods of evaluation include: written and oral examinations; demonstrations of skills mastered; solving of hypothetical situations; and essays.
- G. **Hour:** At least sixty (60) minutes of participation in an organized learning experience.
- H. **On-line Course:** A course offered on-line.
- I. **Successful completion:** Participant has met all criteria as specified by the NAADAC Approved Education Provider for continuing education course credit.
- J. **Webinar:** Live on-line course offering. Live webinars can be converted to on-demand on-line courses.
- K. **The Eight Counselor Skill Groups:** The basic knowledge and functions of an addiction counselor ascribed to by NAADAC and the NCC AP.

The Eight Counselor Skill Groups are:

- 1) **Clinical Intake and Screening:** A clinical intake and screening brings together bio-psycho-social-spiritual information as well as substance use disorder assessment screening tools to identify indications of substance use disorders and determine appropriate referrals and treatments. The primary purpose of a clinical assessment is to develop a full picture of the client's substance use patterns and determine treatment needs. It is critical that the client is engaged in the intake and screening process. Together, the client and counselor determine the behavioral changes the client is ready and willing to make after reviewing the assessment outcomes and counselor recommendations for referral and treatment options.
- 2) **Clinical Assessment:** The goal of the clinical assessment and evaluation is to gather information and diagnose or develop a diagnostic impression that can address substance use and co-occurring disorders and other recovery issues. The Clinical Assessment also identified the client's strengths, challenges, supports and readiness for change as well as determines an appropriate level of treatment or care. A Clinical Assessment involves a combination of the clinical interview, personal history, bio-psycho-social-spiritual assessment, drug and alcohol testing, and other assessment tools that may be helpful in the process.
- 3) **Treatment Plan:** The Treatment Plan is a document that identified the treatment and services based on the clients specific needs developed from the intake, screening and assessment process. It is a blueprint, or design individualized to each client. Each client must have an individualized treatment plan based on an inventory of his or her strengths and challenges. Together, the client and counselor determine the behavioral changes the client is ready and willing to make through this process.

- 4) **Counseling Services:** The interactive process of providing assistance to a client to help him/her change and maintain attitudes, beliefs and behaviors that are more constructive in their recovery process. The counselor must determine the most appropriate type of assistance and the counseling interventions to facilitate the change in behaviors, attitudes and beliefs. Counseling services include individual, group, family, crisis intervention counseling and psycho-education.
- 5) **Documentation:** Documentation and record-keeping are critical tasks for the addictions/co-occurring disorder counselor. Frequent and detailed focus on the client file and the documentation within the client file are essential to evidence the services the client is receiving. Documentation and record keeping starts with the first point of contact with the client, face to face, phone or electronic. Documentation continues throughout the course of intake, screening, assessment, and evaluation, treatment planning, treatment services, referral, case management and finally discharge and continuing care planning. The client records shall document every type of service received, the client's progress or lack thereof.
- 6) **Case Management:** Case management focuses on the whole individual and emphasizes comprehensive assessment, service planning and service coordination to address multiple aspects of the clients recovery process. Comprehensive substance use and co-occurring treatment often require clients to move to different levels of care or different systems of care as the case management facilitates such movement.
- 7) **Discharge and Continuing Care:** Discharge and continuing care planning is the process of planning treatment and/or other support activities designed to maintain the gains achieved in the treatment and recovery process in which the client has already been actively engaged. Discharge planning and continuing care occurs as the treatment relationship enters the final stage with the client. A continuing care plan is a documented plan of action developed before the discharge or transfer to another level of care.
- 8) **Legal, Ethical and Professional Development:** This skill group includes national or state regulations governing the counselor/client relationship, and adherence to the NAADAC/NCC AP Code of Ethics for substance use and co-occurring disorder counselors and peer recovery support specialists. These disciplines are expected to follow their specific scope of practice and professional development for continued education and development. The dynamic nature of professional development demands continual self-awareness, self-evaluation, and monitoring of professional development.

ARTICLE II. FEES, APPROVAL & RENEWAL

- A. All NAADAC Approved Education Provider Applications must be submitted to NAADAC for approval **at least eight (8) weeks prior** to the start date of the event or first course. Expedited processing is available for applications submitted less than eight (8) weeks prior to the start date of the first course for an additional non-refundable fee of \$200. NAADAC

needs a minimum of two (2) weeks for expedited approval. Applications submitted with less than two (2) weeks for approval will be rejected.

B. Approval/Renewal Fees

- Academic Approved Education Provider \$800.00
- Approved Education Provider \$600.00
- Single Training Event Approval \$200.00
- Cosponsored Single Training Event Approval \$200.00

Four hundred (\$400.00) of the fees for Academic Approved Education Providers and Approved Education Providers is non-refundable. Cosponsored and Single Event Approvals are non-refundable.

- C. The status of NAADAC Academic Approved Education Providers and Approved Education Providers expires two years from the date of approval. Cosponsored and Single Event Approvals are only valid for the approved event.
- D. Upon approval a NAADAC Approved Education Provider Certificate will be sent indicating the approval period and provider number.
- E. All information must be included on application forms and all appropriate forms must be completed in order to be considered complete and eligible for review. Incomplete applications will be return to the applicant for completion. The NAADAC processing time for an application only begins once a complete application has been received.
- F. As a courtesy to NAADAC Approved Education Providers, a renewal notice will be sent to the address of record prior to expiration date. Failure to receive a renewal notice does not relieve the NAADAC Approved Education Provider of the responsibility to renew.
- G. A provider number is **non-transferable**. An individual, corporation, association, organization, organized health care system, educational institution, governmental agency or private practitioner cannot sell, barter, partner or by any means, allow the use of the NAADAC Approved Education Provider status or number to any other training, individual, corporation, association, organization, organized health care system, educational institution, governmental agency or private practitioner.
- H. All **cosponsored** events must be approved outside of a current NAADAC Approved Education Provider approval. Current NAADAC Approved Education Providers can apply for cosponsored events through the Cosponsored Single Event approval process and will only be approved on a one-time event basis for live events only. Any NAADAC Approved Education Provider found cosponsoring events without using the approval process prior to the event will have their NAADAC Approved Education Provider approval withdrew.
- I. Proof of current national or state provider approval(s) must be included in the application.

- J. NAADAC retains the authority and final discretion on the acceptability and approval of all programs for NAADAC credit.

ARTICLE III. NAADAC APPROVED EDUCATION PROVIDERS

- A. For the purposes of these articles, the title “NAADAC Education Approved Providers” can only be used when an individual, corporation, association, organization, organized health care system, educational institution or governmental agency which has been approved by NAADAC in accordance with these instructions. In order to obtain approval, applicants must have committed no act which would lead to disciplinary action, have submitted a NAADAC Education Approved Provider application on the form supplied by NAADAC and remitted the appropriate fee.
- B. An individual, corporation, association, organized health care system, governmental agency, educational institution, or other organization may be issued only one provider number.
- C. An NAADAC Approved Education Provider shall have written and published policies, available on request, which provides information regarding:
 - a. Refunds in case of non-attendance;
 - b. Time period for return of fees;
 - c. Notification if education course is cancelled/rescheduled.
- D. NAADAC Approved Education Providers are responsible for all education courses, including, but not limited to, record-keeping, advertising course content as related to NAADAC’s standards, issuance of certificates, and instructor(s) qualifications.
- E. All cosponsored events must be approved outside of a current NAADAC Approved Education Provider approval. When two or more NAADAC Approved Education Providers cosponsor an educational course, only one NAADAC Approved Education Provider shall be identified as assuming full responsibility for record-keeping, advertising course content as related to NAADAC’s standards, issuance of certificates, and instructor(s) qualifications.
- F. No NAADAC Approved Education Provider may engage in the sale or allow purchase of the assigned NAADAC Education Approved Provider number.
- G. Providers may not grant partial credit for a full credit course (Example: a 9-hour education course cannot give less than 9 hours of education or credit).
- H. All NAADAC Approved Education Providers are solely responsible for adhering to all NAADAC Approved Education Provider Guidelines. NAADAC will periodically audit NAADAC Approved Education Providers to ensure the guidelines set forth in this document are being satisfied. Any unsatisfactory behavior may result in the withdrawal of approval.

ARTICLE IV. NAADAC APPROVED EDUCATION PROVIDER RECORDS

A NAADAC Approved Education Provider must keep the following records for a period of four (4) years in the location where approval is granted.

- A. Complete course outline for each course given, including a brief description, learning objectives, comprehensive outline and the compilation of evaluation results of participants;
- B. Record of time, place and date of each course given;
- C. A curriculum vitae or resume for each instructor;
- D. Record of attendance of each participant for each training event; and
- E. If a test is administered, a record of scores for each participant for each training event.

ARTICLE V. CHANGE IN STATUS

NAADAC Approved Education Providers must notify NAADAC within thirty (30) days, of any changes in organizational structure of a NAADAC Approved Education Provider and/ or the person(s) responsible for the NAADAC Approved Provider's continuing education course(s), including name, credential, certification, and address changes.

ARTICLE VI. AUDIT PROCEDURE

An ongoing NAADAC Approved Education Provider audit program has been established by NAADAC as part of the quality assurance initiative. A NAADAC representative may periodically review NAADAC Approved Education Providers programs selected for audits on a random basis. NAADAC Approved Education Providers against whom complaints have been registered will be audited on a priority basis. Although advance notification may be given for live events, audits may be done without prior notification. In addition, auditors may arrive unannounced to audit seminars/workshops. Course instructors will be informed of the auditor's presence and the length of time the auditor will be in attendance for live events. The NAADAC Approved Education Provider must provide NAADAC with login information to access any information not available to the public in order to review online courses. The NAADAC auditor will receive CE credit from NAADAC for the length of time they audit the course.

ARTICLE VII. COUNTINUING EDUCATION HOURS

NAADAC requires that hours of approved continuing education be measured on one of the following basis:

- A. Each hour of education shall be accepted as one (1) continuing education credit (CE).
- B. One (1) contact hour of continuing education is equal to one (1) continuing education credit (CE).
- C. One (1) academic education unit (CEU) is equal to ten (10) continuing education credit (CEs).
- D. One (1) academic quarter unit is equal to ten (10) continuing education credits (CEs).
- E. One (1) academic semester hour is equal to fifteen (15) continuing education credits (CEs).

ARTICLE VIII. TRAINING REQUIREMENT FOR NAADAC APPROVED EDUCATION PROVIDERS

- A. The content of all courses on continuing education must be relevant to substance use and co-occurring disorder counseling and/or practice; must be related to the scientific knowledge or technical skills required for substance use and co-occurring disorder counseling; or, be related to direct and/ or indirect patient/client care (i.e., recovery support). In addition,

each course must be identified as belonging within one of the Eight Counselor Skill Groups (see page 2).

- B. NAADAC Approved Education Providers are required to demonstrate, by description of the course, the learning objectives and outline of the course content, how the course relates to substance use and co-occurring disorder counseling and/or practice and/or direct and/or indirect patient/client care; i.e., recovery support).

Courses must be in one of the following areas:

1. Theoretical content related to scientific knowledge and/or the application of scientific knowledge to practice in the field of addiction counseling and/or co-occurring;
 2. Content related to direct and indirect patient/client care. Examples include group and individual counseling, family dynamics and counseling, mental health diagnoses, co-occurring disorders, HIV/AIDS/HepC, case management, documentation, ethics, etc.; and/or
 3. Content related to administration, management, education, research, working within managed care systems, developing a private practice, or other functional areas of addiction practice relating to indirect patient/client contact.
- C. All programming that does not qualify for NAADAC CE credits must be clearly marked. Course titles or designations containing the words **“credentialing,” “certification,” or “accredited”** shall not be approved for NAADAC credit, and must be clearly marked as separate from those receiving NAADAC approval. Course titles and advertisements suggesting a NAADAC Approved Education Provider is offering NAADAC “credentials,” “certification,” or is “accredited” is misleading and may be misconstrued by the participants of the courses. A course description may include that it offers a “certificate of training or education.”
 - D. Examples of content that would NOT be acceptable include:
 1. Parenting or other programs that are designed for lay people.
 2. Liberal arts courses in music, art, philosophy, and others unrelated to the practice of addiction counseling.
 3. Orientation programs designed to familiarize employees with the policies and procedures of an institution.

ARTICLE IX. COURSE STANDARDS

- A. The NAADAC Approved Education Provider program or course content must be relevant to the educational needs of the substance use and co-occurring disorder counselor or direct/indirect patient/client care needs.
- B. Training content must be current and designed to include recent developments in the subject of instruction. Independent study courses must be updated regularly. Upon renewal of your

provider status, you will be required to submit documentation that offerings have been updated.

- C. Instructional objectives are to be stated in learning terms. The learning objectives must denote measurable attributes observable in the participant completing the program. The objectives are to explain what proficiency the continuing education program participants should be able to demonstrate. Instructor's goals are NOT learning objectives. For example: "To introduce the student to the community health system" is a goal of the instructor, not an instructional learning objective. Learning objectives are brief statements that describe what a participant will be expected to learn by the completion of the course.

An example of a learning objective is: "Upon completion of this education program/course, the participant will be able to:

1. Explain the role of the clinical assessment in the development of a client treatment plan;
2. Assess the substance use disorder criteria according to the DSM V;
3. Identify the main concepts in case management;
4. Describe or explain the differences between screening and assessment;
5. Demonstrate counseling methods related to motivational interviewing;
6. Understand the referral mechanisms in your practice community; and
7. Recognize or identify assessment tools specific to substance use or co-occurring disorder."

- D. Independent study courses must include an exam to evaluate students' completion of the course and learning objectives.
- E. All training must be at least one (1) hour in length if credit is to be given.
- F. Courses and webinars may be interconnected whereas a candidate may be required to take more than one (1) event to complete the course/webinar requirement for credit.

ARTICLE X. COURSE REQUIREMENTS

- A. The participant must be enrolled in the course for credit. Courses must require evaluation as outlined in Article XI.
- B. The participant must meet all course requirements. Partial credit may not be granted for partial attendance or for completing partial course requirements.
- C. No participant should be allowed access to the certificate of completion prior to having completed the course content - of a webinar or on-line course.
- D. A system proving participants watched or participated in the webinar or on-line course content must be in place for all web based content.
- E. Participant credit for **on-line courses** will be **limited to eight (8) hours** of credit within a twenty four (24) hour period of time.

ARTICLE XI. EVALUATION OF PARTICIPATION

- A. All NAADAC Approved Education Providers must - measure the participant's achievement of objective(s) by the course/workshop provided.
- B. Upon the conclusion of the educational course(s), each participant must be evaluated according to the stated learning objectives.

Examples of evaluation tools are:

- 1. Written examination;
 - 2. Oral examination;
 - 3. Demonstration of skills mastered;
 - 4. Solving of a hypothetical situation; and
 - 5. Essay(s).
- C. The type of evaluation used will vary according to the NAADAC Approved Education Provider, content of the program, and method of presentation.

ARTICLE XII. COURSE EVALUATION

All courses require a general course evaluation by the attending participants. The following aspects should be measured:

- A. The extent to which the course met the learning objectives;
- B. The adequacy of the instructor's mastery of the subject;
- C. The utilization of appropriate teaching methods;
- D. Efficiency of the course mechanics, e.g., room, space, lighting, acoustics, audio/visuals, handouts, etc.;
- E. The applicability or usability of the new information; and
- F. Other comments.

ARTICLE XIII. COURSE VERIFICATION & PROOF OF ATTENDENCE

- A. NAADAC Approved Education Providers shall issue a document of proof, i.e., grade slip, certificate or transcript, to each participant to show that the individual has met the established criteria for successful completion of a course.
- B. A certificate documenting successful completion shall contain the following information:
 - 1. Name of participant;
 - 2. Course title;
 - 3. Provider name and address;
 - 4. Date of course;
 - 5. Number of continuing education contact hours (CEs);
 - 6. Signature of instructor and/ or NAADAC Approved Education Provider or Approved Provider designee;

7. The NAADAC Approved Education Provider number; and the statement: “This course has been approved by [NAADAC Approved Education Provider Name], as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider #____, [NAADAC Approved Education Provider Name] is responsible for all aspects of their programing.”
- C. The NAADAC Approved Education Provider logo is available for use and is recommended on NAADAC Approved Education Provider Certificates. The NAADAC Approved Education Provider logo is to only be used for NAADAC approved educational offerings. Any use of the logo to mislead the public is strictly prohibited and will result in a withdrawal of approval for all provider educational offerings.
 - D. The use of the NAADAC, the Association for Addiction Professionals logo is strictly prohibited and will result in a withdrawal of approval for all provider educational offerings. NAADAC Approved Education Providers are to use the NAADAC Approved Education Provider logo, following the NAADAC Approved Education Provider Logo Use Guidelines & Agreement.
 - E. Course verification must be issued within a reasonable length of time after the completion of the course, not to exceed thirty (30) days.
 - F. NAADAC holds the right to reject approval for any program offered by a NAADAC Approved Education Provider for continuing education credits.

ARTICLE XIV. INSTRUCTOR QUALIFICATIONS

- A. It is the responsibility of the NAADAC Approved Education Provider to use qualified instructors.
- B. Instructors teaching approved continuing education courses shall have the following minimum qualifications:
 1. The qualified instructor shall:
 - a. Hold a current credential or license in his/her area(s) of expertise and be free of any disciplinary action; and
 - b. Be knowledgeable, current and skillful in the subject matter they are teaching.
 2. The non-certified instructor shall:
 - a. Be currently licensed or certified in his/her area of expertise if appropriate;
 - b. Show evidence of specialized training which may include, but not be limited to, a certificate of training or an advanced degree in given subject area; and
 - c. Have at least one year experience within the last two years in the practice of teaching of the specialized area in which he/she teaches.

ARTICLE XV. ADVERTISEMENT

- A. Information disseminated by the NAADAC Approved Education Providers publicizing continuing education shall be true and not misleading and shall include the following:

1. The statement “This course has been approved by [NAADAC Approved Education Provider Name], as a NAADAC Approved Education Provider, for [# CE] CE. NAADAC Provider #____, [NAADAC Approved Education Provider Name] is responsible for all aspects of their programing.”
 2. NAADAC Approved Education Provider’s policy on refunds in cases of non-attendants by the registrant;
 3. A clear, concise description of the course content and objectives;
 4. Identification of the Counselor Skill Group which the course addresses, course content; and
 5. The NAADAC Approved Education Provider’s name as officially on file with NAADAC.
- B. NAADAC Approved Education Provider’s must send to NAADAC a copy of the brochure(s), flyers or advertisement used for dissemination of the educational course(s).

ARTICLE XVI. WITHDRAWAL OF APPROVAL

- A. NAADAC may withdraw approval of any NAADAC Approved Education Provider or deny a provider application for causes which include, but are not limited to, the following:
1. Conviction of a felony or any offense substantially related to the activities of the provider;
 2. Failure to correct deficiencies within 30 days of receiving written warning notice from NAADAC by email or mail specifying deficiencies or corrections; and
 3. Failure to maintain national or state provider approval; and
 4. Any material misrepresentation of fact by a-NAADAC Approved Education Provider or applicant in any information required to be submitted to the NAADAC Approved Education Provider Program is grounds for withdrawal of approval or denial of application.
- B. NAADAC retains the right to withdraw approval of any provider.

ARTICLE XVII. NAADAC APPROVED EDUCATION PROVIDER PROGRAM BENEFITS

The NAADAC Approved Education Provider program highlights a continuing education provider’s commitment to quality education and dedication to excellence.

All benefits are subject to change without notice. For a complete list of up-to-date benefits, please visit <http://www.naadac.org/approved-education-provider-program-benefits>.

Single Training Event Approved Providers and Co-sponsored Single Training Event Approved Providers have the ability to post their single live event on the NAADAC Calendar of Events. (Please note: This does not include online courses, webinars, or trainings that are available 24/7).

NAADAC Approved Education Providers and NAADAC Academic Approved Education Providers receive the following additional benefits:

- A. Listing in the NAADAC online Directory of Approved Education Providers published on

NAADAC's webpage

- B. Use of the "Proud NAADAC Approved Education Provider" logo on your website and in your publications (must sign the NAADAC Approved Education Provider Logo Agreement)
- C. Ability to post your events on the NAADAC Calendar of Events. (Please note: This does not include online courses, webinars, or trainings that are available 24/7)
- D. 10% discount for advertisements in NAADAC's bi-weekly *Addiction & Recovery eNews* (circulation of 37,000+)
- E. 10% discount for advertisements in NAADAC's quarterly *Advances in Addiction & Recovery* magazine (circulation of 12,000+)
- F. Fast-track application process to become a NAADAC Premier Organizational Member at a discounted price

Added prestige and recognition from being a part of the NAADAC Approved Education Provider Program sponsored by the nation's largest addiction focused professional association.

ARTICLE XVIII. NAADAC CE ACCEPTANCE

NAADAC Approved Education Provider CEs are not necessarily accepted by every state or international credentialing or licensing body. It is incumbent upon the NAADAC Approved Education Provider to verify CE acceptance in the state or country in which they are training.

ARTICLE XIX. HOLD HARMLESS

It is expressly agreed and understood that the NAADAC Approved Education Provider is independent of NAADAC. The NAADAC Approved Education Provider shall hold harmless NAADAC from all suits, actions, or claims of any kind brought on account of any person or property in consequence of any act or omission by the provider or his employees, or from any claims or amounts arising or recovered under Workmen's Compensation Laws or any other law, by-law, ordinance, regulation, order or decree. The provider shall be responsible for all damage to property and personal injury of any kind resulting from any act, omission, neglect, or misconduct of any employee or agent of said provider in the manner or method of performing the work of the provider.

ARTICLE XX. DATE OF REVISION

Revision dates: February 24, 2008, June 30, 2012, and July 16, 2015.

This revision, dated September 2, 2015 supersedes all previous versions.