TRUE or FALSE

* Ethics is more a matter of religion than management
* Our employees are ethical so we don’t need attention to ethics
* Ethics is a matter of the good guys preaching to the bad guys
* Ethics can’t be managed
* The only reason I should attend this is I need the hours

What are the Consequences of Being Unethical?

• An Investigation
• Credentials could be at risk
• Lose your job
• Get sued
• Loss of reputation
• Harm to others
• You become a slide
LAW vs. ETHICS

- LAW – Minimum standards society will tolerate – enforced by the government
- ETHICS – Maximum or ideal standards set by a profession – enforced by associations and boards

Pillars of Character

Trustworthiness

- Honesty – Integrity – Reliability – Loyalty

Respect

- Decency – Autonomy – Tolerance
Pillars of Character

Responsibility
Accountability - Self-restraint - Pursuit of excellence

Fairness
Objectivity

Impartiality
Treating people equally
Pillars of Character

Citizenship

Being a good member of the group

Core Ethical Principles

Self Determination

Core Ethical Principles

Do Good

act in the best interests of all participants
aim for the goals of giving benefit and ensuring the welfare of participants
Core Ethical Principles

Do No Harm

- Avoid emotional, psychological, social, economic or physical harm

Core Ethical Principles

Do The Right Thing

Core Ethical Principles

Follow Through
Is it ethical to use company resources for your job hunt?

- How about your kid’s term paper?
- BUT I give so much why can’t I take a little?

How do mandatory reporting laws conflict with ethical principles?

Report Abuse?

- Law vs. Ethics
- Reporting may deny or limit self-determination
- What about YOUR client?
Texas Family Code Chapter 261

a) A person having cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person shall immediately make a report as provided by this subchapter.

b) If a professional has cause to believe that a child has been abused or neglected or may be abused or neglected, or that a child is a victim of an offense under Section 21.11, Penal Code, and the professional has cause to believe that the child has been abused as defined by Section 261.001, the professional shall make a report not later than the 48th hour after the hour the professional first suspects that the child has been or may be abused or neglected or is a victim of an offense under Section 21.11, Penal Code. A professional may not delegate to or rely on another person to make the report. In this subsection, “professional” means an individual who is licensed or certified by the state or who is an employee of a facility licensed, certified, or operated by the state and who, in the normal course of official duties or duties for which a license or certification is required, has direct contact with children. The term includes teachers, nurses, doctors, day-care employees, employees of a clinic or health care facility that provides reproductive services, juvenile probation officers, and juvenile detention or correctional officers.

Immunities

• §261.106.

• (a) A person acting in good faith who reports or assists in the investigation of a report of alleged child abuse or neglect or who testifies or otherwise participates in a judicial proceeding arising from a report, petition, or investigation of alleged child abuse or neglect is immune from civil or criminal liability that might otherwise be incurred or imposed.

• (b) Immunity from civil and criminal liability extends to an authorized volunteer of the department or a law enforcement officer who participates at the request of the department in an investigation of alleged or suspected abuse or neglect or in an action arising from an investigation if the person was acting in good faith and in the scope of the person's responsibilities.

• (c) A person who reports the person's own abuse or neglect of a child or who acts in bad faith or with malicious purpose in reporting alleged child abuse or neglect is not immune from civil or criminal liability.
Failure to Report

- (a) A person commits an offense if the person has cause to believe that a child's physical or mental health or welfare has been or may be adversely affected by abuse or neglect and knowingly fails to report as provided in this chapter.

- DON'T FORGET CIVIL LIABILITY AND YOUR LICENSE!

Client’s Rights

- Rights of the adult client

- Rights of the child/adolescent
Client’s Rights

- Professional Competence
  - What letters do you have?
  - Diploma Mills - www.BS.com
  - Send me a check and you get even more letters
  - Treatment Standards
  - Continuing Education

Client’s Rights

- Informed consent
  - Understandable language
  - Define the relationship
  - Services / process
  - Goals
  - Limitations
  - Potential risks
  - HIPAA - Health Insurance Portability and Accountability Act
  - Share information with the MDT

How do I complain?

- Should be part of your initial paperwork
Client’s Rights

• Confidentiality
  – Is possible?
  – Is the client informed of the team approach?

• Who’s job is it?

Respecting the dignity of the Client

• Bias – Judgments – Beliefs
  – They HURT PEOPLE
  – Parents
  – Appearance
  – Where do they live?
  – I know what’s wrong with you!

• Record Keeping
  – Client has a right to an accurate record
    • You cannot “protect” a client
  – It protects you and the client
  – Your records will be seen by others!
Termination

• They are your client until the relationship has officially ended.
  – There are many ways to do this

• Dual relationships
  – Every effort should be made to avoid dual relationships
  – Impairs your judgment and that of your client
  – NEVERS……..

Don’t be an IDIOT and have sex with a client!
But, what about other possible stupid stuff?

• Facebook friends with a client
• Having a “text” relationship with a client
• Getting a client a gift…………

How much is too much?

Boundaries

• Are there clients that get more than others?
• Have you ever dressed differently for a client?
• Have you shared personal information with a client?
Client Rights

• What is your OPINION?
  – How did you decide?
    • Guess? Experience?
    • Talking to others?
    • Standard measures

Do you predict future behavior?

Once a client ……

• Is it ok to hire an ex-client?

• Is it ok to have an ex-client volunteer?

• What are the pitfalls?

• Hire a former board member?

Use of Evidence Based Treatment

• As Saunders (2004) noted, empirical evidence has not traditionally been a criterion for treatment selection in the field of child traumatic stress.

• Many interventions in common use today have never been empirically studied.

• What is this best?
Responsibility to Team Members

• 2.03 Interdisciplinary Collaboration

  • (a) Social workers who are members of an interdisciplinary team should participate in and contribute to decisions that affect the well-being of clients by drawing on the perspectives, values, and experiences of the social work profession. Professional and ethical obligations of the interdisciplinary team as a whole and of its individual members should be clearly established.
  • (b) Social workers for whom a team decision raises ethical concerns should attempt to resolve the disagreement through appropriate channels. If the disagreement cannot be resolved, social workers should pursue other avenues to address their concerns consistent with client well-being.

NASW Code of Ethics
Responsibility to Team Members

- **D.1. Relationships With Employers and Employees**
  - **a. Role Definition.** Counselors define and describe for their employers and employees the parameters and levels of their professional roles.
  - **b. Agreements.** Counselors establish working agreements with supervisors, colleagues, and subordinates regarding counseling or clinical relationships, confidentiality, adherence to professional standards, distinction between public and private material, maintenance and dissemination of recorded information, work load, and accountability. Working agreements in each instance are specified and made known to those concerned.

Potential problems in dealing with a Team

- Different roles
- Different goals
- Not the same ethical framework

The Four Agreements

**BE IMPECCABLE WITH YOUR WORD**

- Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.

--- From *The Four Agreements* by Don Miguel Ruiz
The Four Agreements

DON'T TAKE ANYTHING PERSONALLY

• Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions of theirs, you won’t be the victim of needless suffering.

  ~ From The Four Agreements by Don Miguel Ruiz

DON'T MAKE ASSUMPTIONS

– Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness, and drama. With just this one agreement, you can completely transform your life.

  ~ From The Four Agreements by Don Miguel Ruiz

ALWAYS DO YOUR BEST

Your best is going to change from moment to moment; It will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.

  ~ From The Four Agreements by Don Miguel Ruiz
Once a client ……

• Is it ok to hire an ex-client?
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• What are the pitfalls?
• Hire a former board member?

Reporting Service Outcomes

What do you report?

Only the good stuff?

Ethics of Grant Writing

• Avoid conflicts of interest.
• Don’t inflate your competence or experience to get a job or contract.
• Don’t disclose confidential information about your employer or client.
• Are you creating a program to get MONEY?
• Ensure that the facts and information presented are accurate.
Your Role When Faced with an Ethical Dilemma

• You are the captain of the ship
• The troops are looking to you
• Get some help / consultation

How do We Create an Ethical Place to Work?

1. The BOSS must fully support the program.
   • If the big dog isn’t fully behind the program, employees will certainly notice.
   • Most important, the chief should consistently aspire to lead in an ethical manner. If a mistake is made, admit it.

2. Consider establishing an ethics committee at the board level.
   • The committee would be charged to oversee development and operation of the ethics management program.
3. Consider establishing an ethics management committee.

- It would be charged with implementing and administering an ethics management program, including administering and training about policies and procedures, and resolving ethical dilemmas. The committee should be comprised of senior officers.

4. Consider assigning/developing an ethics officer.

- This role is becoming more common, particularly in larger and more progressive organizations. The ethics officer is usually trained about matters of ethics in the workplace, particularly about resolving ethical dilemmas.

One person must ultimately be responsible for managing the ethics management program.
Steps for Ethical Decision Making

• Identify the ethical issues, values and duties that conflict

Frederick Reamer, The Social Work Ethics Audit, NASW Press 2001

Steps for Ethical Decision Making

• Identify the individuals, groups and organizations likely to be affected by the ethical decision

• Impartiality

Frederick Reamer, The Social Work Ethics Audit, NASW Press 2001
Steps for Ethical Decision Making

• Thoroughly examine the reasons in favor of and opposed to each possible course of action, considering:
  – Ethical principles
  – Codes of ethics
  – Legal issues
  – Practice theory
  – Personal values

Frederick Reamer, The Social Work Ethics Audit, NASW Press 2001

Steps for Ethical Decision Making

• Tentatively identify all possible courses of action and the participants involved in each, along with potential benefits and risks

Frederick Reamer, The Social Work Ethics Audit, NASW Press 2001

Steps for Ethical Decision Making

• Consult with colleagues and appropriate experts

Frederick Reamer, The Social Work Ethics Audit, NASW Press 2001
Steps for Ethical Decision Making

- Make a decision and document the decision making process

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Steps for Ethical Decision Making

- Monitor, evaluate, and document the decision

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