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Would you Rather

1. Would you rather be forced to drink pumpkin spice lattes and no other coffee for the rest of your life?
2. Not eat BBQ for the rest of your life or not eat pizza for the rest of your life?
3. Give up beer or give up or give up coffee?

Would you Rather

1. Would you rather lose access to a smartphone for a year and get a 10 percent raise at work or keep your smartphone and the same salary?
2. Would you rather have unlimited international first-class tickets or never have to pay for food at restaurants?
3. Would you rather live without the internet or live without AC and heating?

Would you Rather

1. Would you rather be an average player with a good reputation or an elite player with rumors of sexual aggression?
2. Would you rather get paid a lot to be on a bad team or paid below average to be on an elite team?
3. Would you rather win the MVP award or a team championship?



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 others, you won't be the victim of needless suffering.

~ From The Four Agreements by Don Miguel Ruiz

The Four Agreements

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

The Four Agreements

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

How do mandatory reporting laws conflict with ethical principles?



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.

Texas Family Code Chapter 261

- (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.

Texas Family
Code Chapter
261

- c. The requirement to report under this section applies without exception to an individual whose personal communications may otherwise be privileged including an attorney, a member of the clergy, a medical practitioner, a social worker, a mental health professional, and an employee of a clinic or health care facility that provides reproductive services.

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 is required to make a report under Section [261.101\(a\)](#) and knowingly fails to make a report as provided in this chapter.



(a-1) A person who is a professional as defined by Section [261.101\(b\)](#) commits an offense if the person is required to make a report under Section [261.101\(b\)](#) and knowingly fails to make a report as provided in this chapter.



(c) An offense under Subsection (a-1) is a Class A misdemeanor, except that the offense is a state jail felony if it is shown on the trial of the offense that the actor intended to conceal the abuse or neglect.

DON'T FORGET CIVIL LIABILITY AND YOUR LICENSE!

In light of recent events and in accordance with the recommendations of Governor Abbott's Texas Safety Action Report, the Texas State Board of Social Worker Examiners would like to remind its licensees that Section 611.004(a)(2) of the Texas Health and Safety Code authorizes behavioral health care providers to report confidential information to law enforcement should the provider determine their client poses an imminent risk of physical harm to themselves or to others. The board also urges its licensees and all behavioral health care providers to be vigilant in assessing their clients' potential to harm and to warn the appropriate authorities if imminent harm is likely.



ETHICS

" Life isn't like a box of chocolates...it's more like a jar of jalapenos.

What you do today, might burn you're a tomorrow."**

Core Ethical Principles

Do No Harm



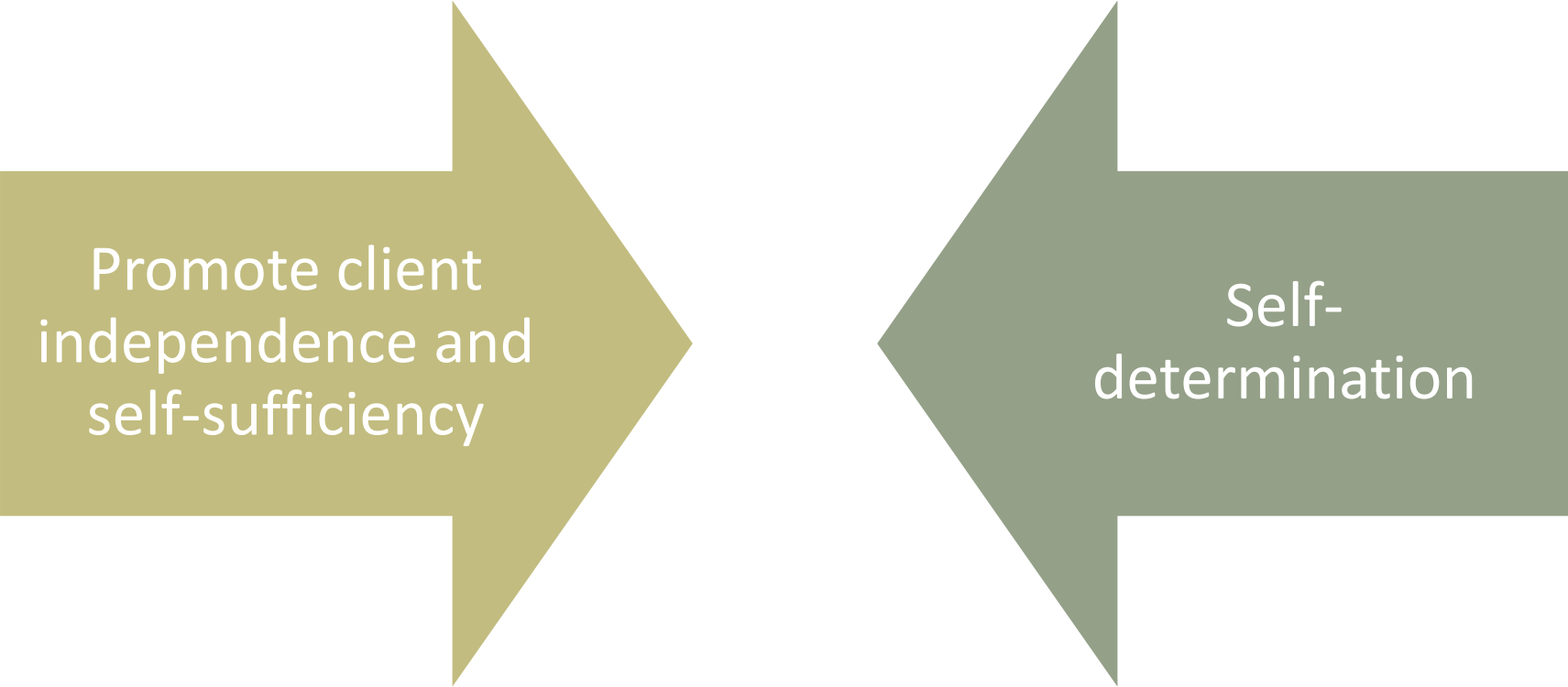
Practice within area of expertise



Ask relevant questions to determine the most appropriate plan of intervention



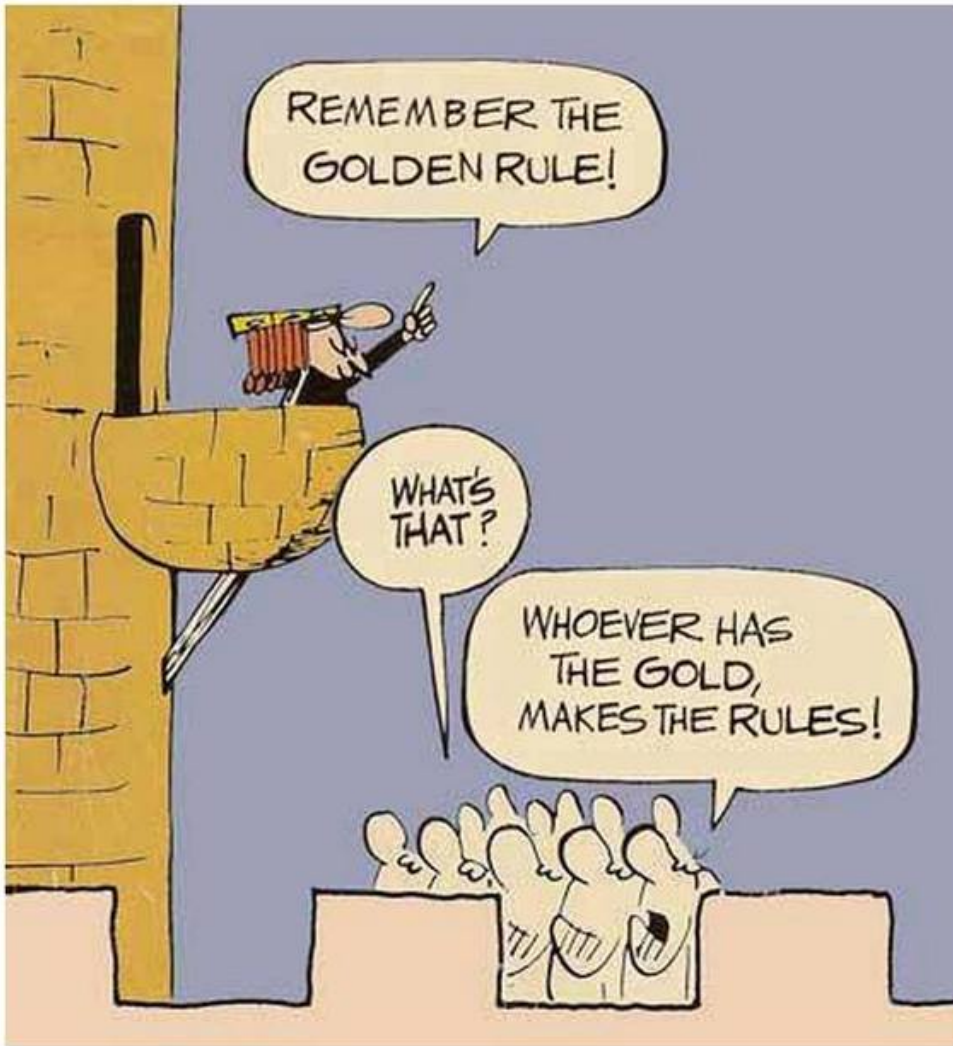
Train staff members appropriately



Promote client
independence and
self-sufficiency

Self-
determination

Respecting Autonomy



Being Just

"The Golden Rule"

Being Truthful



Act as a reliable source

Be honest with clients, colleagues, and administrators about all aspects of treatment and its outcomes

Treat People with Dignity



Ensure every client is treated with respect



Ensure clients have a right to hold to their own unique values



Be mindful of language choice when speaking to or about clients

Pursuit of Excellence



Be aware of current research



Use current methods and procedures



Subscribe to key journals



Attend professional conferences and workshops



Complete all CEU training

Accepting Responsibility



Take responsibility for choices and outcomes

Benefit the client

Uphold ethical standards

The Trolley Problem



A runaway trolley car is careening down a track. You take the controls! Five people stand in its path, unaware of the imminent threat. Up ahead there is an intersection of two different tracks and you could, if you chose to, divert the trolley onto another track where only one person would be killed.

Do you divert the trolley, intentionally killing one to save five?



Steps for Ethical Decision Making

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

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

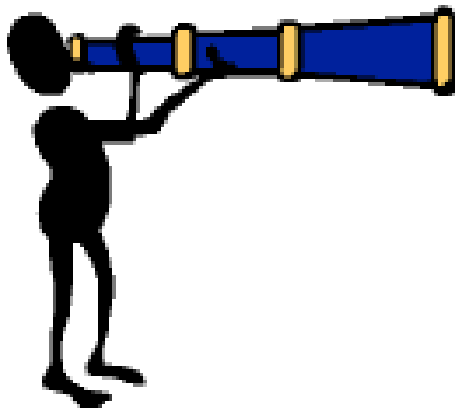
Steps for Ethical Decision Making

Make a decision and document the decision making process



Steps for Ethical Decision Making

Monitor, evaluate, and document the decision





See you this afternoon.... My pretty !