ETHICS!
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
Pillars of Character

Respect

Decency – Autonomy - Tolerance
Pillars of Character

Responsibility

Accountability - Self-restraint - Pursuit of excellence
Pillars of Character

Fairness

Objectivity
Pillars of Character

Impartiality

Treating people equally
Pillars of Character

Citizenship

“I expect you all to be independent, innovative, critical thinkers who will do exactly as I say!”

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
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?
Report Abuse?

• Doing good or doing harm?

• Who defines good?

• Who defines harm?
Client’s Rights

Don’t bother with the rest. I know my rights.

You do not have to say anything.
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 way 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?
Ethics and being part of the team
TEAMWORK

www.despair.com
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.
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
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?
Reporting Service Outcomes

Outcomes

What do you report?

Only the good stuff?
One person must ultimately be responsible for managing the ethics management program.
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

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
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

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