Objectives

• Upon completion of this webinar, participants will be able to
  1. Define an ethical dilemma
  2. Understand the principles of ethics
  3. Gain knowledge of ethical codes and resources
  4. Use a decision making model
Terms

• Ethics

• Laws

• Morals
Why are Ethics Important?

• Defines a profession for its stakeholders

• Provides standards for practice and decision-making

• Important component of establishing a profession
Ethical Stakeholders

- Consumers
- Professionals
- Peers
- Public
Professional Ethical Standards

• National Organization for Human Services

• Association of Professionals in Supported Employment

• Commission on Rehabilitation Counselor Certification
Ethical Guidelines for Human Service Professionals

• Responsibility to Clients
• Responsibility to the Community and Society
• Responsibility to Colleagues
• Responsibility to the Profession
• Responsibility to Employers
• Responsibility to Self

APSE Human Principles

- Individuality—lack of grouping
- Choice—exercise control
- Respect—active participation
- Competence—gifts and capacities
- Social inclusion—access to diversity
- Community settings with Minimal Intrusion—minimize restrictions
- Employment—development of options and decisions

Adapted from Association for Professionals in Supported Employment (APSE) Ethical Guidelines (1998)
APSE Principles for Practice

- Career Planning—choices for employment
- Job Development—professional interactions
- Job Acquisition—matching of preferences and skills
- Work Support—holistic support network
- Career Advancement—future goals
- Staff Training—needs of recipients and trainers

Adapted from Association for Professionals in Supported Employment (APSE) Ethical Guidelines (1998)
CRCC Ethical Principles

• Autonomy—right to self-rule
• Beneficence—do good to others
• Nonmaleficience—do no harm
• Fidelity—be faithful
• Justice—be fair
• Veracity—be honest

Adapted from Commission on Rehabilitation Counselor Certification (CRCC) Code of Ethics (2010)
Ethical Violations

- Intimate relationships
- Unprofessional conduct
- Dishonesty
- Lack of confidentiality
- Obtaining inappropriate potential employment
Common Ethical Dilemmas

- Competing of conflicting standards to apply
- Conflict between what is ethical and what is moral
- Application of ethical standards unclear due to complexity of situation
- Something prevents clear application of standards
Common Ethical Dilemmas Continued

• Relationship issues
  – Dual relationships
  – Role and boundary problems
• Challenges to confidentiality
• Cultural issues
• Practicing outside level of competency
Ethical Decision Making Model

• Identify personal response
• List the facts
• Conceptualize initial plan
• Consult agency policies and professional ethics code
• Analyze plan in terms of six ethical principles
  – Autonomy—right to self-rule
  – Beneficence—do good to others
  – Nonmaleficence—do no harm
  – Fidelity—be faithful
  – Justice—be fair
  – Veracity—be honest
Ethical Decision Making Continued

- Identify legal issues
- Refine plan
- Choose a course of action and share with consumer
- Implement and monitor discussion
- Consultation

Adapted from materials developed by the American Psychological Association (APA) (2002) under contract with the Center of Mental Health Services of Substance Abuse and Mental Health Services Administration (SAMHS)
Examples of Ethical Dilemmas

• A client gives you a gift

• A consumer approaches you in a public and social situation and wants to visit

• You hear something about one of your consumers doing something illegal from another one of your consumers
Questions?