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
  - Non-maleficence—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)
Your Examples of Ethical Dilemmas

Consumer accepted position without job placement specialist knowledge. Consumer reports he was terminated after 2 weeks for arriving late to work. Consumer wanted placement specialist to go to the employer and overturn employer's decision.
Your Examples of Ethical Dilemmas

I googled the consumer I am providing supported employment services as I do with all of the consumers I serve. I discovered inappropriate pictures of a sexual nature on a dating site.

As I am male, what is the ethical way to approach her about the pictures?
Your Examples of Ethical Dilemmas

You have been working with a consumer who has a mental health disorder for several weeks to gain employment. The consumer reports not having much luck with retaining employment. While completing job placement services with a consumer to find employment, you are contacted by a potential employer. The employer asks you, “What is the consumer’s disability?”

How do you proceed?
Chris wants to a landscaping job. My company has a crew contract with the base outside of town. One of the crew just left and we need a body to fill the contract. Chris could do the work and my boss is putting pressure on me to fill the job.

Would it be okay to talk Chris into taking the job which pays better than the landscape jobs I have seen?
Your Examples of Ethical Dilemmas

“This consumer lives with my in-laws. He has a pattern of distorting the truth. I am in the middle of a work relationship and a personal relationship. He is at every family function, he talks about my family and what happen at the last gathering while he is at the day job, work site, church.”

“How can I get out of the middle?”
Questions?