Ethics: How to Use a Decision-Making Model for Ethical Dilemmas (Part 2)

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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)
Example 1

You are working with a consumer who accepted a position without job placement specialist knowledge. Consumer reports he was terminated after 2 weeks for arriving late to work. Consumer wants you as the placement specialist to go to the employer and overturn the employer's decision.

What do you do?
Example 2

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

As you are a male, what is the ethical way to approach your female client about the pictures?
Example 3

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?
Example 4

Chris wants to obtain a landscaping job. Your company has a crew contract with the base outside of town. One of the crew members just left and we need a person to fill the contract. Chris could do the work and your boss is putting pressure on you to fill the job.

Would it be okay to talk Chris into taking the job which pays better than the landscape jobs you have seen?
Example 5

This consumer lives with your in-laws. He has a pattern of distorting the truth. You are in the middle of a work relationship and a personal relationship. He is at every family function, he talks about your family and what happened at the last gathering while he is at the day job, work site, church.

How can you get out of the middle?
Questions?