A green light to greatness.
Ethics: The Impact of Personal Values

Presented by Linda Holloway, Ph.D., CRC
What is an ethical dilemma?

• Choice between 2 courses of action
• Significant consequences for taking either action
• Each of the 2 choices can be supported by one or more ethical principle
• The ethical principle supporting the action not chosen will be compromised
Ethical Dilemmas

• Which of the following are ethical dilemmas”
  1. Having sex with a consumer
  2. A treatment that has a great likelihood of success but comes with a high risk

• If you choose #2, you are correct. Having sex with a consumer is wrong under any circumstances.
CRC Code of Ethics

- Autonomy – freedom to choose
- Beneficence – promote client welfare
- Non-maleficence – do no harm
- Fidelity – keep commitments
- Justice – fair treatment
- Veracity – be honest
Which principles would be in conflict in the following scenarios?

• You have a budget of $10,000 to spend on your consumers for job supports. You have a person with multiple disabilities that needs a job accommodation that costs $7,500.
• You have a consumer who wants to get a job in a fairly rough part of town and yet she has a tendency to be very trusting.
• Your consumer is psychologically fragile and has a disability that is likely to result in death and he has asks you about his prognosis.
• You told your consumers that you would call her at 3:00 on Thursday and yet you are with a consumer who is threatening suicide.
Where do you fit in?

- Ethics vs. morals – ethics refer to rules provided by an external source, such as one’s profession. Morals refer to an individual’s own principles of right and wrong.
- Ethical dilemmas are impacted by both ethics & morals
- Ultimately, an ethical decision is impacted by your
  - Values
  - Beliefs
  - Assumptions
  - Experiences
  - Self-knowledge
  - Self-honesty
Personal Characteristics

- Self-awareness
- Ability for critical thinking
- Willingness to take personal responsibility
- Openness to alternative choices
- Ability to monitor and implement feedback
How did you rank these principles?

- If you ranked non-maleficence over autonomy, then you might encourage your consumers to “play it safe.”
- If you ranked autonomy over non-maleficence, then you might be inclined to encourage your consumers to “take risks.”
- If you ranked non-maleficence over veracity, you might be inclined to tell a consumer a “white law” if it protected him.
- If you ranked justice over non-maleficence, then you might be inclined to serve a large group of consumers the best that you could rather than a small group very well.
I+PLUS Decision-Making Model

adapted form: www.ethics.org

I = individual served/represented; is it consistent with their values & goals
P = policies; is it consistent with my organizations procedures & guidelines?
L = legal: is it acceptable under the applicable laws, regulations, & contractual agreements?
U = universal; does it conform to the universal principles/values my organization has adopted?
S = self; does it satisfy my personal definition of right, good & fair?
Steps in the I + PLUS Model

• Define the problem
• Identify potential solutions to the problems
• Evaluate the solutions using PLUS considerations
• Are the ethical trade-offs acceptable?
• Make the decision
• Implement the decision
• Evaluate the decision
The Case of Larry

Larry is a 26-year old man who is diagnosed with schizophrenia, paranoid type. He taught high school computer science for 3 years. The last 2 years have been marked by hospital admissions and the inability to get along with co-workers and supervisors. Larry has indicated that he would like to secure a position as a computer sales person. The goal was compatible with his skills, interests, and abilities as well as his disability. He has not had any hospital admissions for 6 months, continues his medication, and appears stabilized. A sales position in the local computer store is available and Larry would to apply for it. However, his psychiatrist believes he is unable to handle the stress at this time. You must decide to whether to A) assist him in applying for the sales position or B) assist him in obtaining some other type of employment that the psychiatrist views as more suitable.
List Reasons Supporting Each Action

**Action A**
- Larry will have an opportunity to obtain the job he desires
- By remaining faithful to the jointly agreed goals, Larry’s trust in your will be reinforced

**Action B**
- Larry will be assisted in obtaining the type of employment in which his psychiatrist believes he is most likely to be successful
## Identify Ethical Principles Supporting Each

<table>
<thead>
<tr>
<th>Action A</th>
<th>Action B</th>
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<tbody>
<tr>
<td>• Autonomy</td>
<td>• Beneficence</td>
</tr>
<tr>
<td>• Fidelity</td>
<td>• Nonmaleficence</td>
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Reasons for Not Supporting Each Action

**Action A**
- Stan might experience stress and lose his job.
- The stress of the job might compromise his stability.

**Action B**
- Stan will not be offered the opportunity to apply for the job he desires.
- The goals of his plan will not be adhered to.
Ethical Principles that will be Compromised for Each Action

**Action A**
- Nonmaleficence
- Beneficence

**Action B**
- Autonomy
- Fidelity
What would YOU do?

I – Which course of action is MOST consistent with your job seeker’s values & goals?

P – Which is MOST consistent with my organization’s procedures & guidelines?

L – Which is MOST acceptable with laws, regulations, & contractual agreements of my organization?

U – Which MOST closely conforms to the principles/values my organization has adopted?

S – Which of the scenarios MOST closely support your core values and beliefs?
Case of Maribel

Maribel is from a Mexican-American family that has a family owned restaurant. She has multiple sclerosis and can help in the family business, but she has also expressed an interest in helping others such as herself. She has a high school diploma and graduated in the top 10 percent of her class. Some of her interest inventories show that she has high interest in the social work field. What would you encourage her to do?
Case of Jessica

Jessica recently graduated with a bachelor’s degree in health. She is interested in working in a local planned parenthood to help women who are unmarried and pregnant. You know that they help women obtain an abortion who make the decision to terminate a pregnancy. However, you firmly believe that abortion is immoral and do not feel that abortion should be allowed under any circumstance. What would you do?
Case of Davis

Davis has a goal of becoming an administrative assistant. He has the skills and abilities, but lives in a college town where these jobs typically employ college graduates who are underemployed. You have identified a job at a local box store that he could perform immediately. You are under the gun from your supervisor to meet your placement goal for the month. What would you do?
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