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)
FACEBOOK Scenario 1: Jane and Michael

• Jane, an Employment Services Provider, is an active Facebook user with her friend and family. Some of her Facebook friends are also work colleagues. She and Kendra, a VR transition counselor, were talking about a cat video they shared on Facebook. Michael overheard their conversation and commented that he loves Cat videos. That night, Jane received a friend request from Michael.
  a. 3 choices including accept, ignore, deny or ignore and have a conversation
  b. Prepare the way by clearly defining boundaries of the relationship for youth
  c. If you have not declared boundaries, you must do this
  d. Professional Facebook account, and LinkedIn are different
Job conflict Scenario 2: Indira

- You are providing supported employment services for Indira, a twenty year old girl with an intellectual disability who lives at home with her parents and adult siblings. Indira is looking for a job using some of the same skills she learned working in the family business. Her father is agreeable to her working in the community as long as she does not work in an environment that include men.
  a. Explore the reasoning behind the restriction.
     a. cultural
     b. fear because of disability
     c. past experience
  b. What if there is a conflict between parent and child?
  c. What Support needs may be impacted
     a. Employer co-workers
     b. Service providers
     c. Family support (emotional and physical)
Career Exploration Scenario 3: Daniella

• You are a VR transition counselor and working with a 16-year old female named Daniella who has a moderate orthopedic disability. She expresses to you that she is interested in becoming a hair stylist. Both she and her mother are persistent that she attend cosmetology school and pursue a career in hair styling. You are concerned that her disability may impede her from completing this type of work. Who has the right to determine the direction of service?
  a. Self-advocacy training opportunity
  b. Assessment that justifies the goal selected
  c. Clarify roles and responsibilities
Guardianship Scenario 4: Maria

• Maria is living in a group home. This 22 year old is interested in working at McDonald’s because she likes the food and it is in walking distance from her home. Her guardian is a conservative person who opposes the plan because they are concerned for her safety.
  a. Who has the right to determine the direction of services?
  b. Explore safety issues.
  c. Discuss self-determination and supported decision making.
  d. What are the options to address safety issues. (waiver options)?
Gift Scenario 5: Peter

- You are a job coach for Peter who is a sweet sixteen year old boy who knows you like donuts and coffee. Today is your birthday, Peter brings you a Starbucks $20 gift card. He is so proud of his gift.
  a. Determine the size of the gift.
  b. Prepare the way by clearly defining boundaries of the relationship for youth.
  c. If you have not discussed boundaries, you must do this.