

 **Ethics:**

A Musical Comedy

In Two Acts



i. Ethical Principles

- Beneficence
- Nonmaleficence
- Autonomy
- Justice
- Veracity
- Confidentiality
- Role Fidelity

Quotes
from
the
Codes

Quotes from the Codes

“Marriage and family therapists represent facts truthfully to clients, third party payers, and supervisees, regarding services rendered.”

AAMFT

Quotes from the Codes

“Marriage and family therapists do not offer or accept kickbacks, rebates, bonuses, or other remuneration for referrals, fee-for-service arrangements are not prohibited.”

AAMFT

Quotes from the Codes

“A licensee shall not engage in activities for the licensee’s personal gain at the expense of the client.”

LPC Texas

Quotes from the Codes

“A licensee may not knowingly or flagrantly overcharge a client.”

LPC Texas

Quotes from the Codes

“A licensee may not submit to a client or a third payer a bill for counseling treatment intervention that the licensee knows was not provided or knows was improper, unreasonable, or medically or clinically unnecessary, with the exception of an unkept appointment.”

LPC Texas

Quotes from the Codes

“Psychologists do not misrepresent their fees”

APA

Quotes from the Codes

“When setting fees, social workers should ensure that the fees are fair, reasonable, and commensurate with the services performed. Consideration should be given to the client’s ability to pay.”

NASW

Quotes from the Codes

“Rehabilitation counselors will establish and maintain billing records that accurately reflect the activity, and that clearly identify who provided the service.”

CRC

**Questions
for
Introspection**

Questions for Introspection

What is my motivation for seeing a client and keeping a case open?

Questions for Introspection

Are my practices different because of a payer status? Should they be different?

Questions for Introspection

Does my documentation match my Billing?

Chapter 4 Competence



Addressing:

Competence
Preparation

Underlying Ethical Principles:

Veracity
Nonmaleficence

Quotes from the Codes

Quotes from the Codes

“In those emerging areas in which generally recognized standards for preparatory training do not yet exist, psychologists nevertheless take reasonable steps to ensure the competence of their work and to protect clients/patients, students, supervisees, research participants, organizational clients and others from harm.”

APA

Quotes from the Codes

“Social workers should provide services and represent themselves as competent only within the boundaries of their education, training, license, certification, consultation received, supervised experience, and other relevant professional experience.”

NASW

Quotes from the Codes

“Rehabilitation counselors will demonstrate a commitment to gain knowledge, personal awareness, sensitivity, and skills, pertinent to working with a diverse client population.”

CRC

Quotes from the Codes

“A licensee shall not make any false, misleading, deceptive, fraudulent, or exaggerated claim or statement about the licensee’s services,... ”

LPC Texas

Questions for Introspection

Questions for Introspection

What is my level of competence?

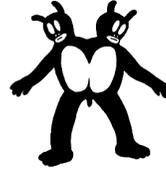
Questions for Introspection

Do I find myself justifying my reasons for seeing a client, even though I am not qualified in that area of expertise?

Questions for Introspection

Professional growth is important. Am I taking advantage of seminars, post graduate studies and CEU courses that will help me to increase my level of competence?

Chapter 11: Autonomy



Addressing:

Fostering Independence
Mal-effects of Codependency

Underlying Ethical Principles:

Autonomy
Self-determination
Justice
Nonmaleficence

Quotes from the Codes

Quotes from the Codes

“Marriage and family therapists are aware of their influential positions with respect to clients, and they avoid exploiting trust and dependency of such persons.”

AAMFT

Quotes from the Codes

“A licensee shall discourage a client from holding exaggerated or false ideas about the licensee’s professional services,…”

LPC Texas

Quotes from the Codes

“Social workers respect and promote the rights of clients to self-determination and assist clients in their efforts to identify and clarify their goals. ”

“Social workers may limit self-determination when, ... clients’ actions or potential actions pose a serious, foreseeable, and imminent risk to themselves or others.”

NASW

Quotes from the Codes

"The rehabilitation counselor will advocate for client resumption of responsibility as quickly as possible."

CRC

Quotes from the Codes

"Psychologists respect the dignity and worth of all people, and the rights of individuals to privacy, confidentiality, and self-determination."

APA

Questions for Introspection

Questions for Introspection

Do I understand the concept of "Tough Love"?

Questions for Introspection

Am I providing services to meet the needs of my client or my own needs?

Chapter V: Discrimination



Addressing:

Aspects of Discrimination

Underlying Ethical Principles:

Justice
Nonmaleficence
Beneficence
Veracity

Quotes from the Codes

Quotes from the Codes

“Marriage and family therapists provide professional assistance to persons without discrimination on the basis of race, age, ethnicity, socioeconomic status, disability, gender, health status, religion, national origin, or sexual orientation.”

AAMFT

Quotes from the Codes

“Psychologists are aware of and respect cultural, individual and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups.”

APA

Quotes from the Codes

“Social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability.”

NASW 2008 Update

Quotes from the Codes

“Rehabilitation counselors will strive to eliminate attitudinal barriers, including stereotyping, and discrimination, toward individuals with disabilities and to increase their own awareness and sensitivity to such individuals.

CRC

Questions for Introspection

Questions for Introspection

Am I aware of the diversity of cultures and how they impact my profession?

Questions for Introspection

Do I make a practice of attending multicultural training courses?

Questions for Introspection

Do I find myself in the proverbial “cultural box” and not wanting to get out?

Chapter 14: Duty to Report



Addressing:

Reporting unethical/illegal practices.
Supervision

Underlying Ethical Principles:

Role Fidelity
Nonmaleficence
Justice

Quotes from the Codes

Quotes from the Codes

“Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues.”

NASW

Quotes from the Codes

“Social workers should not engage in any dual or multiple relationships with supervisees in which there is a risk of exploitation of, or potential harm to, the supervisee.

NASW

Questions for Introspection

Questions for Introspection

Who is responsible for maintaining professional standards?

Questions for Introspection

Is it clear when I have the duty to report unethical behavior of a colleague?

Do I have the responsibility to bring unethical behavior to the attention of the counselor before reporting them to the appropriate governing body?

Questions for Introspection

When was the last time I reviewed the governmental statutes related to my profession?

Quotes From the World of Ethics

“When I do good, I feel good. When I do bad, I feel bad.”

Abraham Lincoln

“Ethics, too, are nothing but reference to life. This is what gives me the fundamental principle of morality, namely, that, good consists of maintaining, promoting, and enhancing life,... ”

Albert Schweitzer

“All my growth and development led me to believe that if you really do the right thing, and if you play by the rules, and if you’ve got good enough, solid judgment and common sense, that you’re going to be able to do whatever you want to do with your life. ”

Barbara Jordan

“Neither fire nor wind, birth nor death can erase our good deeds.”

BUDDHA

“We would like to believe that we are not in the business of surviving but in being good, and we do not like to admit to ourselves that we are good in order to survive.”

Dorothy Rowe

“Gratitude is not only the greatest of virtues, but the parent of all the others. ”

CICERO

"A Humanist Code of Ethics

Do no harm to the earth, she is your mother.
Being is more important than having.
Never promote yourself at another's expense.
Hold life sacred; treat it with reverence.
Allow each person the dignity of his or her labor."

Arthur Dobrin

"The cosmos is neither moral nor immoral; only people are. He who would move the world must first move himself."

Edward Ericson

"I have two lessons in my life; first, there are no sufficient literary, psychological, or historical answers to human tragedy, only moral ones. Second, just as despair can come to one another only from human beings, hope, too, can be given to one only by other human beings. "

Elie Wiesel

"A human being is not to be handled as a tool but is to be respected and revered."

Felix Adler

"Consider the following. We humans are social beings. We come into the world as the result of others' actions. We survive here in dependence of others. Whether we like it or not, there is hardly a moment of our lives when we do not benefit from others' activities. For this reason it is hardly surprising that most of our happiness arises in the context of our relationships with others."

The Dalai Lama

"Do not be too moral. You may cheat yourself out of much life so; aim above morality. Be not simply good, be good for something."

Henry David Thoreau

"We ought always to deal justly, not only with those who are just to us, but likewise to those who endeavor to injure us, and this, for fear lest by rendering them evil for evil, we should fall into the same vice."

Hiercoles

"Never let your sense of morals get in the way of doing what's right."

Isaac Asimov

"Action indeed is the sole medium of expression for ethics."

Jane Addams

"Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can."

John Wesley

"If it is not right do not do it; if it is not true do not say it."

Marcus Aurelius

"Always do right. This will gratify some and astonish the rest."

Mark Twain

“The government is merely a servant - merely a temporary servant; it cannot be its prerogative to determine what is right and what is wrong... Its function is to obey orders, not to originate them.”

Mark Twain

“Goodness makes greatness truly valuable, and the greatness make goodness much more serviceable.”

Matthew Henry

“Reason guides our attempt to understand the world about us. Both reason and compassion guide our efforts to apply that knowledge ethically, to understand other people, and have ethical relationships with other people.”

Molleen Matsumura

“When morality comes up against profit, it is seldom that profit loses.”

Shirley Chisholm

“The highest form of treason: to do the right thing for the wrong reason.”

T.S. Eliot

“A long habit of not thinking a thing wrong gives it a superficial appearance of being right.”

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Chapter 14 Seduction



Addressing:

Sexual Misconduct
Appropriate Boundaries
Professional Relationship

Underlying Ethical Principles:

Role Fidelity
Nonmaleficence

Quotes from the Codes

Quotes from the Codes

"Sexual intimacy with clients is prohibited."

AAMFT

Quotes from the Codes

"Sexual intimacy with former client's is likely to be harmful and is therefore prohibited for two years following the termination of therapy or last professional contact. Should therapists engage in sexual intimacy with former clients following two years after termination or last professional contact, the burden shifts to the therapist to demonstrate that there has been no exploitation or injury to the former client or to the client's immediate family ."

AAMFT

Quotes from the Codes

"If a licensee has reasonable cause to suspect that a client has been a victim of sexual exploitation, sexual contact or therapeutic deception by another licensee, or a mental health services provider,..., the licensee shall report the alleged conduct not later than the 30th day after the date the licensee became aware of the conduct or the allegation,..."

LMFT and LPC Texas

Quotes from the Codes

"Social workers should under no circumstances Engage in sexual activities or sexual contact with Current clients,..."

Social workers should not engage in sexual activities or sexual contact with client's relatives, or other individuals with whom clients maintain a close personal contact,..."

NASW

Quotes from the Codes

"Rehabilitation counselors will not have any type of sexual intimacies with clients and will not counsel persons with whom they have had a sexual relationship."

CRC

Quotes from the Codes

"A licensee may not engage in sexual harassment, sexual impropriety, or a sexual relationship with a current patient or client; a former patient or client over whom the licensee has influence due to a therapeutic relationship; students; or trainees; individuals who the licensee knows to be the parents, guardians, spouses, significant others, children, or siblings of current patients; or a supervisee over whom the licensee has administrative or clinical responsibility."

Texas Psychologist Rules

Questions for Introspection

Questions for Introspection

When is it okay to hug, kiss, squeeze, or in any way have intimate contact with a client?

Questions for Introspection

We hug in Texas, is that okay?

What do I do when a child client wants to hug me?

Questions for Introspection

Are the professional boundary rules different for men and women? Are they different in small towns?

Chapter VII: Abandonment



Addressing:

Client Abandonment

Underlying Ethical Principles:

Veracity
Justice
Beneficence
Nonmaleficence

Quotes from the Codes

Quotes from the Codes

"Marriage and family therapists do not abandon or neglect clients in treatment without making reasonable arrangements for the continuation of such treatment."

AAMFT

Quotes from the Codes

"Upon termination of a relationship, if professional counseling is still necessary, the licensee shall take reasonable steps to facilitate the transfer to appropriate care."

LPC Texas

Quotes from the Codes

“Social workers should take reasonable steps to avoid abandoning clients who are still in need of services. Social workers should withdraw services precipitously only under unusual circumstances, giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects. Social workers should assist in making appropriate arrangements for continuation of services when necessary.”

NASW

Quotes from the Codes

“Social workers should not terminate services to pursue a social, financial, or sexual relationship with a client.”

NASW

Quotes from the Codes

“Counselors do not abandon or neglect clients in counseling. Counselors assist in making appropriate Arrangements for the continuation of treatment, when necessary, during interruptions such as vacations, illness, and following termination.”

ACA

Quotes from the Codes

“If rehabilitation counselors determine an inability to be of professional assistance to clients, they will avoid entering or immediately terminate a counseling relationship.”

CRC

Quotes from the Codes

“Unless otherwise covered by contract, psychologists make reasonable efforts to plan for facilitating services in the event that psychological services are interrupted by factors such as the psychologist's illness, death, unavailability, relocation, or retirement or by the client's/patient's relocation...”

APA

**Questions
for
Introspection**

Questions for Introspection

Did you know that the #1 complaint by clients is abandonment?

Questions for Introspection

Do you have adequate coverage for clients while on vacation?

That is, for those of you that have time for a vacation!!!!

Questions for Introspection

By the way, you should take time for a vacation, break, sabbatical.

I know that is not a question but think about it.

Questions for Introspection

Sorry, got off track for a moment.

When is it appropriate to terminate a counseling relationship?

Is there availability between sessions. I have "Call 911" on my voicemail. Is that enough?

Chapter 14: Harm to Self or Others



Addressing:

- Injury to Self and Others
- Reporting Abuse
- Limits of Confidentiality

Underlying Ethical Principles:

- Veracity
- Confidentiality
- Role Fidelity
- Beneficence
- Nonmaleficence

**Quotes
from
the
Codes**

Quotes from the Codes

“Therapists review with clients the circumstances where confidential information may be requested and where disclosure of confidential information may be legally required.”

AAMFT

Quotes from the Codes

“A licensee may take reasonable action to inform medical or law enforcement personnel if the professional determines that there is a probability of imminent physical injury by the client to the client or others or there is a probability of immediate mental or emotional injury to the client.”

LPC Texas

Quotes from the Codes

“A licensee shall report information if required by any of the following statutes:

- (1) Texas Family Code 2614, concerning abuse or neglect of minors;
- (2) Texas Human Resources Code, Chapter 48 concerning, abuse, neglect, or exploitation of elderly or disabled persons,....”

LPC Texas

Questions for Introspection

Questions for Introspection

Do I use and follow an informed consent?

Questions for Introspection

Do I explain limits of confidentiality?

Do I explain when it is necessary to report to legal authorities?

Questions for Introspection

When was the last time I read the applicable state statutes regarding the reporting of abuse, neglect, harm to self or others, and release of information?

Chapter X: Confidentiality



Addressing:

Aspects of Confidentiality
Casualness: The Enemy of Confidentiality

Underlying Ethical Principles:

Confidentiality
Nonmaleficence
Role Fidelity

Quotes from the Codes

Quotes from the Codes

“Marriage and family therapists have unique confidentiality concerns because the client in a therapeutic relationship may be more than one person. Therapists respect and guard the confidences of each individual client.”

AAMFT

Quotes from the Codes

“A therapist shall follow the rules of confidentiality set forth in the Health and Safety Code, Chapter 611, and other applicable laws.”

LMFT Texas

When is the last time you read Chapter 611 of the Health and Safety Code?

Quotes from the Codes

“Psychologists have a primary obligation to take reasonable precautions to protect confidential information obtained through or stored in any medium, recognizing that the extent and limits of confidentiality may be regulated by law or established by institutional rules or professional or scientific relationship.”

APA

Quotes from the Codes

“When a client is accompanied by an individual providing assistance to the client (e.g. interpreter, personal care assistant, etc), rehabilitation counselors will ensure that the assistant is apprised of the need to maintain confidentiality.”

CRC

Quotes from the Codes

“Social workers should not solicit private information from clients unless it is essential to providing services or conducting social work evaluation or research.

Once private information is shared standards of confidentiality apply.”

NASW

Quotes from the Codes

“A licensee shall not disclose any communication, record, or identity of a client except as provided in Texas Health and Safety Code, Chapter 611, or other state or federal statutes or rules.”

LPC Texas

Questions for Introspection

Questions for Introspection

Do I use and follow an informed consent?

Do I use and follow a release of information procedure?

Is my office HIPAA compliant?

Questions for Introspection

Who has access to files written or electronic?

Does everyone who has need of access follow confidentiality?

Questions for Introspection

Do I haphazardly leave files and other confidential information out for others to sneak a peek?

Do I step out of the office leaving information open to client's view?

Questions for Introspection

Do I gossip or joke about clients with colleagues and other staff?

Chapter VI: Supererogation



Addressing:

Supererogation
Giving more
Doing more than is
required

Underlying Ethical Principles:

Beneficence
Justice
Veracity
Nonmaleficence
Role Fidelity



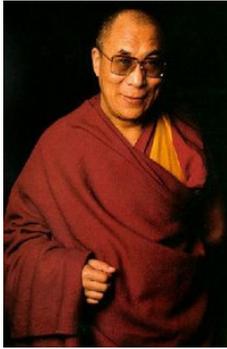
Martin Luther King 1929 – 1968



**Mahatma Gandhi
1869 - 1948**



Aung San Suu Kyi 1945 –



Dalai Lama – Born 1935



Ethical Principles

Beneficence
Nonmaleficence
Autonomy
Justice
Veracity
Confidentiality
Role Fidelity

Supererogation

Chapter 12: Who's Your Daddy



Addressing:

Who is the client?
Can I appropriately serve my client,
company, referral source, and
insurance company simultaneously?



Underlying Ethical Principles:

Beneficence
Nonmaleficence
Justice
Role Fidelity

Thank you!