



Social Work

UNIVERSITY OF COLORADO
COLORADO SPRINGS



College of Business
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Integrating Ethics into Social Work Orientation & Education

Presenter:

Mary Fortson-Harwell, PhD, LCSW, BCD

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Ethics Roundtable Agenda



- 📌 Welcome & Introductions
- 📌 Overview of the Practice of Social Work
- 📌 CSWE Competencies
- 📌 Ethics in Supervision
- 📌 Ethics Orientation for New Social Work Students
- 📌 Future Plans
- 📌 Conclusion
- 📌 Questions

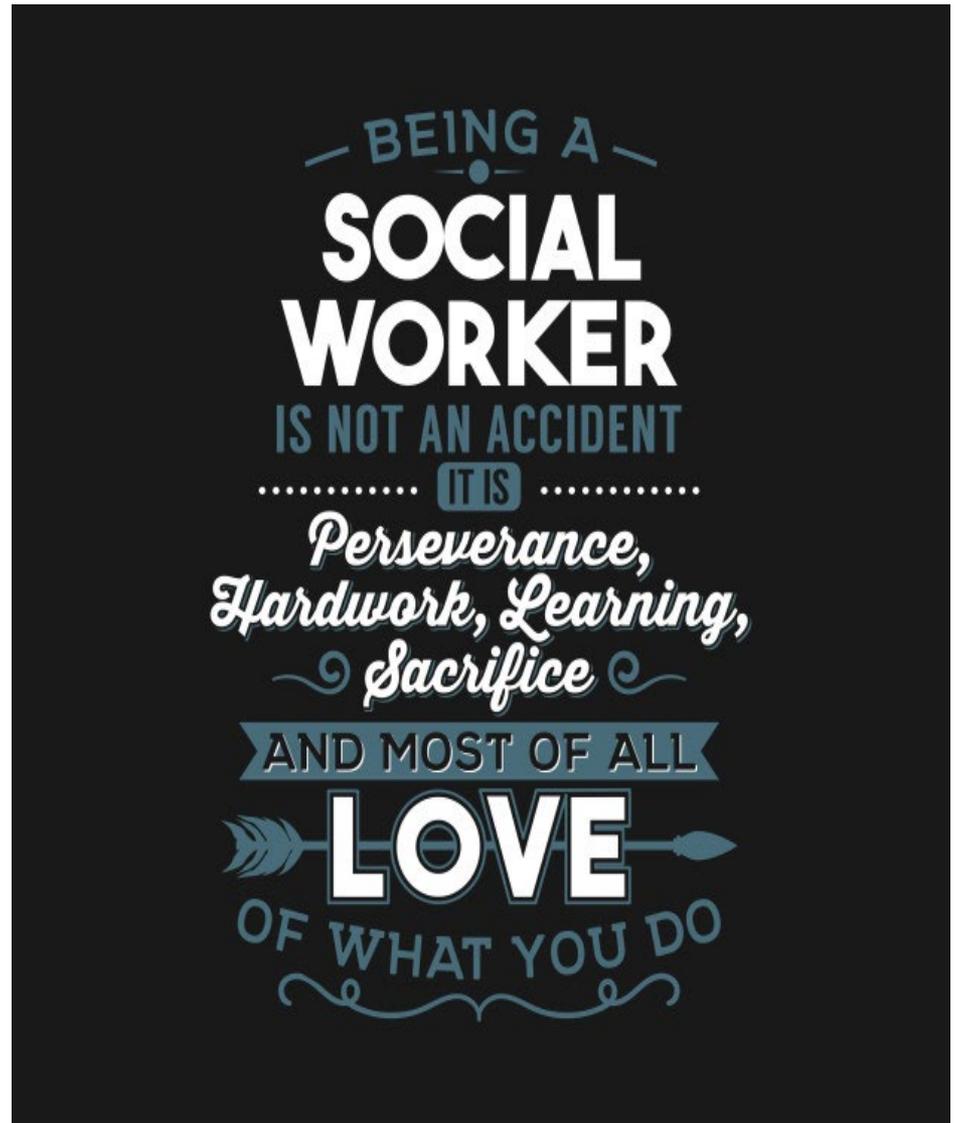
Welcome & Introductions

💡 Today's Presenter

💡 Mary Fortson-Harwell

💡 Who's in the audience?

💡 Please type your discipline into the chat feature.





The Social Work Profession

“Social workers are people who care about people, who want to make things better, who want to relieve suffering, and who want their work to make a difference.”

– The National Association of Social Workers, 2020



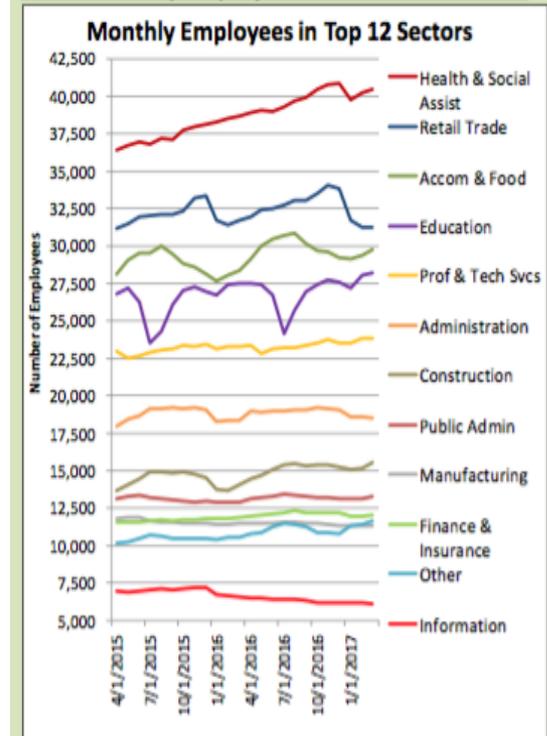
SOCIALWORKERS
leaders. advocates. champions.

The Need for Social Workers

10-yr job growth predictions (2016-2026) for social work ranges between 15% (Bureau of Labor, 2017a) & 22% (Yates, 2017).

- Over 195,000 social work shortfall predicted by 2030 (Lin, Lin, & Zhang, 2016)
- In CO, ratio of social worker shortage is 42 per 100,000 population...
 - Translates to 2,443 social work jobs in Colorado without qualified social workers to fill them.
- “social workers are the leading providers of behavioral health in the U.S., but in Colorado, 56 of the state's 64 counties have a shortage of mental health professionals” (University of Denver, 2016)

El Paso County Employment in Selected Sectors



2017 Q1 for All Industries

| Colorado Average Annual Wage | El Paso County Average Annual Wage | El Paso County Total Employment |
|---|------------------------------------|---------------------------------|
| \$59,072 | \$49,296 | 264,836 |
| *Estimated military employment in 2016 (and % of total EPC employees who are military). | | 55,900 (17.5%) |

Note: QCEW data lags by up to two quarters and does not include military-related employees.
Sources: Colorado Department of Labor and Employment, QCEW. See military section for military employment sources.

CSWE 9 Competencies



COUNCIL ON
SOCIAL WORK
EDUCATION

- ❖ Demonstrate Ethical and Professional Behavior
- ❖ Engage Diversity and Difference in Practice
- ❖ Advance Human Rights and Social, Economic, and Environmental Justice
- ❖ Engage in Practice-informed Research and Research-informed Practice
- ❖ Engage in Policy Practice
- ❖ Engage with Individuals, Families, Groups, Organizations, and Communities
- ❖ Assess Individuals, Families, Groups, Organizations, and Communities
- ❖ Intervene with Individuals, Families, Groups, Organizations, and Communities
- ❖ Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Three-phased Ethics Integration



Three-phased Ethics Integration



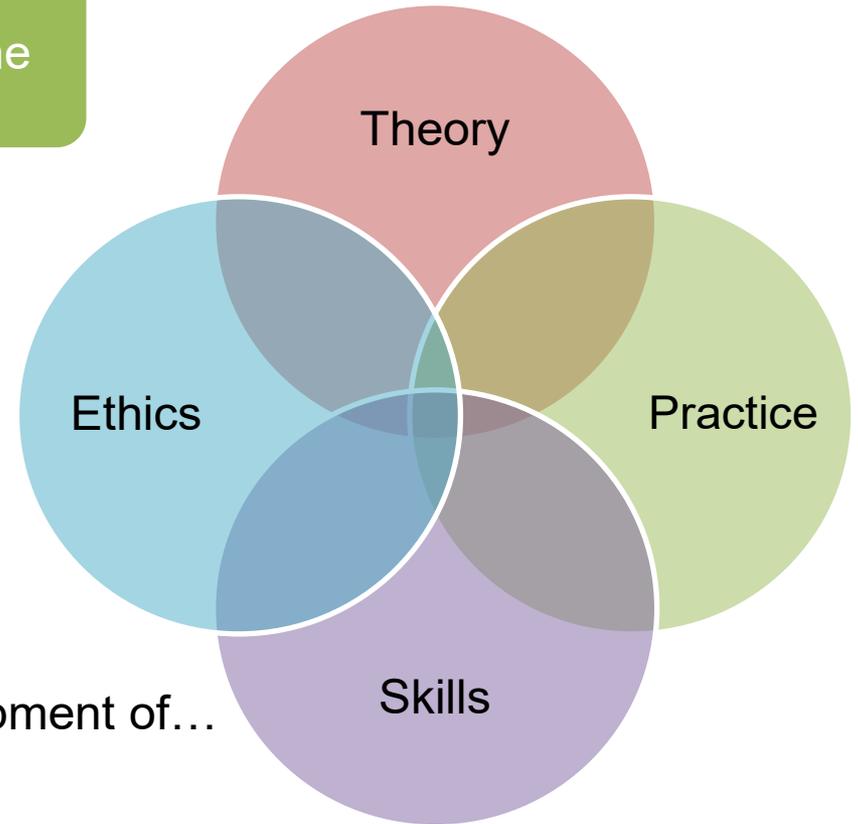
Field Practice

- 💡 Field practice (e.g., internships) is considered to be “the signature pedagogy for social work” (CSWE, 2015, p. 12).
- Students develop social work competencies and practice behaviors under the supervision of an experienced social worker





Field education is the point at which...



Supervised practice is central to the development of...

Ethics & the Supervisory Relationship



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Creating a Learning Plan



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SOCIAL WORK STUDENT LEARNING PLAN/CONTRACT
UCCS Social Work Field Education
School of Public Affairs

| | |
|----------------------|------------------------|
| Student Name | Student UCCS ID |
| Field Placement Site | Field Instructor Name |
| Semester/Year | Field Liaison/Director |

| Practice Behavior | Associated Task/Activity | Timeline | Progress Towards Competency |
|---|--------------------------|----------|-----------------------------|
| Competency 1 – Demonstrate Ethical and Professional Behavior. | | | |
| a. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context. | | | |
| b. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. | | | |
| c. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. | | | |
| d. Use technology ethically and appropriately to facilitate practice outcomes. | | | |
| e. Use supervision and consultation to guide professional judgment and behavior. | | | |
| Competency 2 – Engage Diversity and Difference in Practice. | | | |
| a. Apply and communicate understanding of the importance of diversity and | | | |



Major Topics for Initial Supervision Meetings

(Pearson, 2004)

1. **Assessment:** Assessing supervisees' professional experience, knowledge, and skills
2. **Goal Setting:** Collaboratively setting goals for supervision and the supervisee/supervisor relationship
3. **Creation of a Contract:** Creating, discussing, and signing an official agreement that clearly outlines expectations, tasks, responsibilities, and desired outcomes for supervision
4. **Ethics Review:** Reviewing and evaluating the supervisees' understanding of applicable codes of ethics; for example, the NASW Code of Ethics, in addition to supervisees' experience in ethical decision-making in related practice

Three Critical Topics for Every Supervision Meeting (Pearson, 2004)

- In the beginning stage of supervision, it is important to clarify specific topics and expectation related to supervision meetings. The three critical topics include:
 1. Discussing crisis management expectations, procedures, and available resources and assistance, including phone numbers and back-up contacts
 2. Discussing any legal and ethical concerns the supervisee may have from the week's activities
 3. Discussing the potential impact of cultural factors on any client interactions. This includes asking supervisees to be prepared with relevant information on cultural issues for each client.

Setting and Maintaining Boundaries in Supervision (Cornish, 2018)

- Boundaries must be set and maintained, not only in the therapist/client relationship, but in the supervisor/supervisee relationship.
- Just as clinicians must be equally aware of the power differential within the therapeutic relationship with clients, supervisors must be aware of the power differential with supervisees
- It is unethical for supervisors to provide therapy to supervisees
- Supervisors must set and maintain the distinction between supervision and psychotherapy.

Setting and Maintaining Boundaries in Supervision (Cornish, 2018)

- Maintaining professional and appropriate boundaries requires:
 1. Clear and consistent communication
 2. The ability to separate issues related to counter transference, the parallel processes, and the supervisee's personal challenges, some of which may require attention outside of the supervisory relationship



Setting and Maintaining Boundaries in Supervision

(Cornish, 2018)

- The following are examples of potential issues that may come up in supervision:
 - The supervisee discloses marital problems, which are causing severe distress and intense emotional upset during internship hours
 - The supervisee discloses history of childhood sexual abuse and reports being unable to separate personal feelings from the client's issues with the offending parent
 - The supervisee is receiving numerous phone calls during internship hours about their child, who is having difficulties at school
 - The supervisee discloses that a close family member has been diagnosed with a serious life-threatening condition

Three-phased Ethics Integration





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New Social Work Student Ethics Orientation

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**WHAT IS THE
DIFFERENCE
BETWEEN
A VALUE AND AN
ETHIC?**



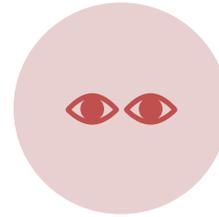
Core Social Work Values



SERVICE



SOCIAL JUSTICE



DIGNITY &
WORTH OF THE
PERSON



IMPORTANCE
OF HUMAN
RELATIONSHIPS



INTEGRITY



COMPETENCE

Ethical Codes

- Define specific rules of conduct to guide practice
- 3 Functions:
 - Safeguard of profession reputation
 - Competent and responsible practice
 - Protect the public from exploitation



NASW Code of Ethics

- The current NASW Code of Ethics is the ethical code most widely used by social workers in the United States. It is divided into four sections:
 - I. Preamble
 - II. Purpose of the NASW Code of Ethics
 - III. Ethical Principles
 - IV. Ethical Standards

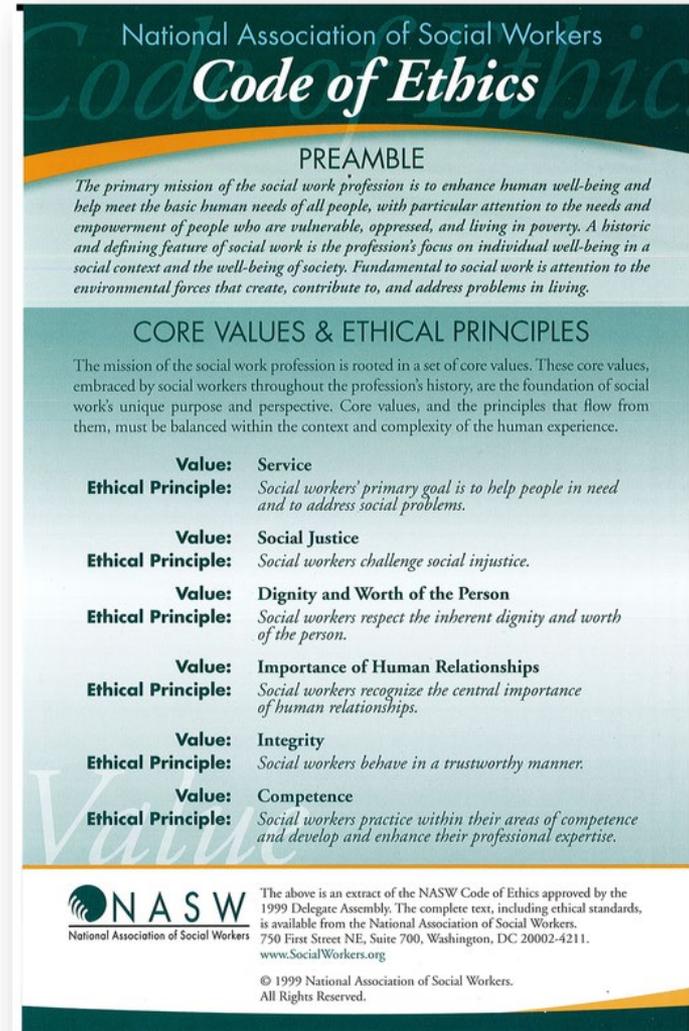


TABLE 1: Ethical Codes: A list of professional ethical codes used in different human service disciplines

| NAME OF THE ASSOCIATION | CODE |
|--|---|
| American Association for Marriage and Family Therapy | AAMFT – Code of Ethics |
| American Counseling Association | ACA- Code of Ethics |
| Association for Counselor Education and Supervision | Ethical Guidelines for Counseling Supervisors |
| American Mental Health Counselors Association | AMHCA - Code of Ethics |
| American Psychological Association | Ethical Principles of Psychologists and Code of Conduct |
| American School Counselors Association | Ethical Standards for School Counselors |
| Association for Specialists in Group Work | ASGW Best Practice Guidelines (ASGW members must also ascribe to ACA Code of Ethics) |
| International Association for Marriage and Family Counselors | Ethical Code of the International Association for Marriage and Family Counselors |
| National Association of Alcoholism and Drug Abuse Counselors | NAADAC - Code of Ethics |
| National Association of Social Workers | NASW - Code of Ethics |
| National Board for Certified Counselors | NBCC - Code of Ethics |
| National Organization for Human Services | Ethical Standards for Human Service Professionals |
| National Rehabilitation Counseling Association | Rehabilitation Counseling Code of Ethics |

Values & Ethical Principles

NASW Core Values



Service



Social Justice



Dignity & Worth
of the Person



Importance of
Human
Relationships



Integrity



Competence

DFEI Ethical Principles

- Integrity
- Trust
- Accountability
- Transparency
- Fairness
- Respect
- Rule of Law
- Viability

Ethical Problems



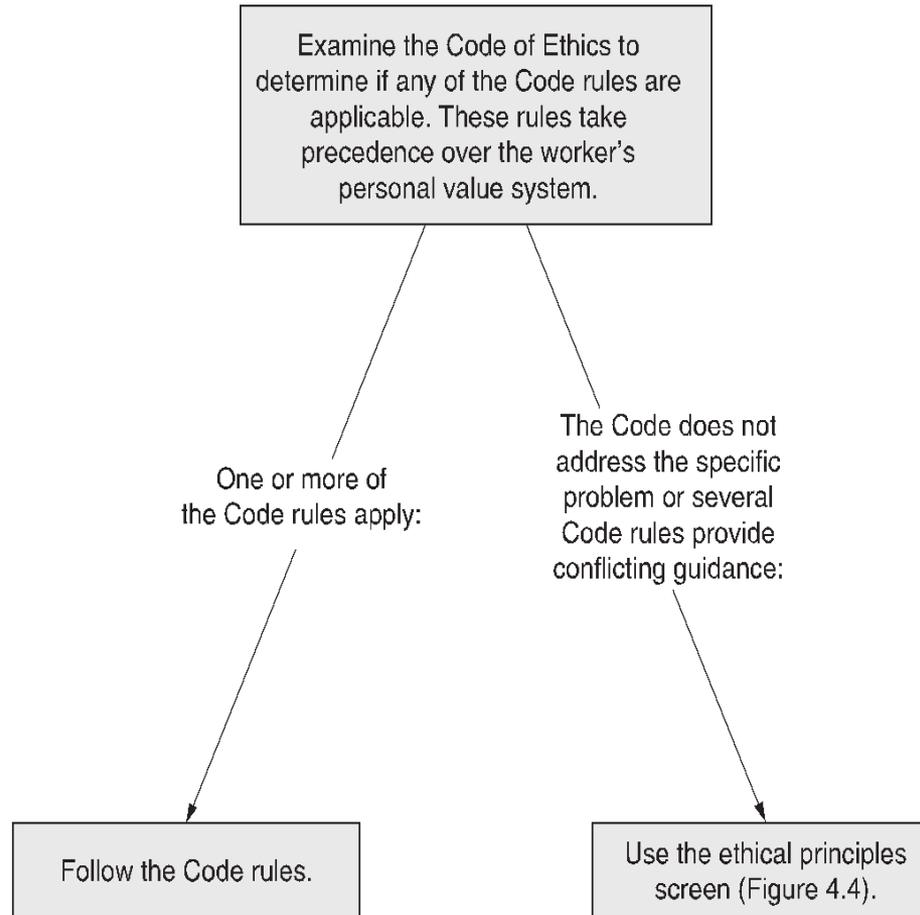
- “Ethical problems raise the question: What is the right thing to do in a given practice situation?” (Dolgoff, Loewenberg, & Harrington, 2012, p. 9)
- How can a professional avoid unethical behaviors in that situation?
 - “Ethical dilemmas occur in situations where the social worker must choose between two or more relevant, but contradictory, ethical directives, or when every alternative results in an undesirable outcome for one or more persons” (Dolgoff, Loewenberg, & Harrington, 2012, p. 9)

Model for Decision Making



- Identify the problem
- Determine who should be involved
- Review Code of Ethics
- Review applicable laws and regulations
- Consult with Colleagues
- Consider all possible courses of action
- Decide on a course of action
- Take the decided upon steps
- Document and Evaluate

Ethical Rules Screen (ERS)



(Dolgoff, Loewenberg & Harrington, 2012, p 79)

Ethical Principles Screen

Principle of the protection of life

Principle of equality and inequality

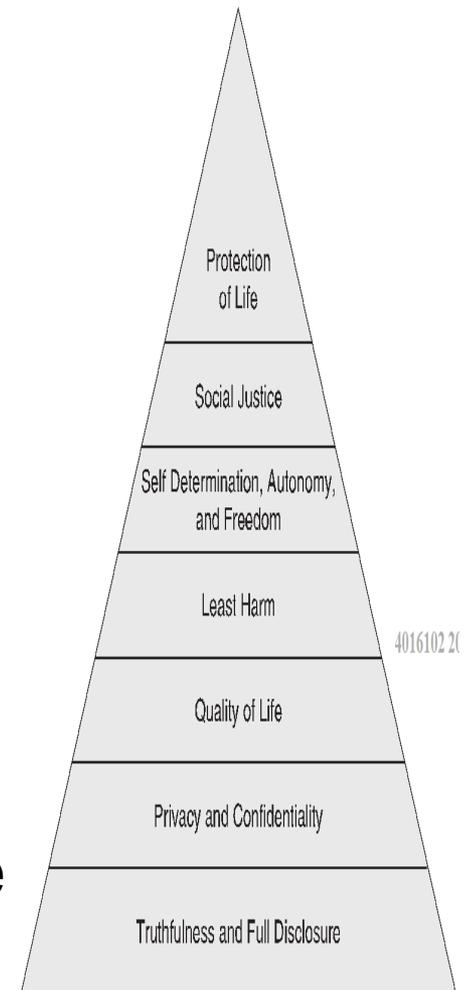
Principle of autonomy and freedom

Principle of least harm

Principle of quality of life

Principle of privacy and confidentiality

Principle of truthfulness & full disclosure



(Dolgoff, Loewenberg & Harrington, 2012, p 80)

Case 1 - Practical Application

- Krystal 25 yr. old in Shelter/Temp Housing
 - Single Parent: Two children ages 3 months and 2 years
 - Minimal support network (no contact with family)
 - Separated from children’s father, who was/is abusive
 - Next on list for transitional housing and a unit is opening
 - Rule for transitional housing is that there can be no contact with abusive partner (for safety & funding)
 - Your boss is very strict about the “no contact” rule
 - Today Krystal said she “saw” her children’s father but asked you to keep it “*confidential*” so she does not lose the unit
 - Her treatment team meeting is scheduled for tomorrow a.m.
 - What ethical concerns do you need to consider with this case?

Three-phased Ethics Integration





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Questions & Comments?

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