



# Ethics & Supervision

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SOCIAL WORK CONTINUING EDUCATION | [CONCORDIACONTINUINGSTUDIES.COM](https://www.concordiacontinuingstudies.com)

# Ethics Trainings

- 2 hour requirement each licensure cycle
- Revision of Code of Ethics
- WHY????
  - Reset of our ethical compass
  - Reminder of our boundaries
  - Opportunities for case discussions or detailed conversations
- But what about Supervision?



# Where Do We Stand With Ethics?

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Over 50% of employees surveyed witnessed misconduct and most incidents were:

- Conflicts of interest
- Abusive or intimidating behavior
- Lying (misrepresentation)
- Moral reasoning and moral behavior gap

(Comer & Vega, 2011)

UNETHICAL BEHAVIOR IS WITNESSED  
IN OUR WORLD EVERY DAY.

So: Are Ethics Trainings working?

Or: Are we lacking in moral courage or has  
something changed in our moral  
character?

# Focus on Past Trainings

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Code of Ethics  
Ethical Dilemmas  
& Decision Making  
Moral Courage?



“A Moral Moment” – Sen Warnock

# Kaepernick Effect

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By Dave Zirin

# Definition of Moral Courage

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**Moral courage** is the **courage** to take action for **moral** reasons despite the risk of adverse consequences. **Courage** is required to take action when one has doubts or fears about the consequences. **Moral courage** therefore involves deliberation or careful thought.

# Moral Courage to Ethical Behavior

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Moral Motivation  Moral Courage

Primary Motivation =  
Fairness and Justice

(Monroe, 2010)





# Moral Courage to Ethical Behavior

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Moral Motivation  Moral Courage

Perception of “other”,  
rather our connection to  
one another.

(Monroe, 2010)



# Our Agency and Colleagues

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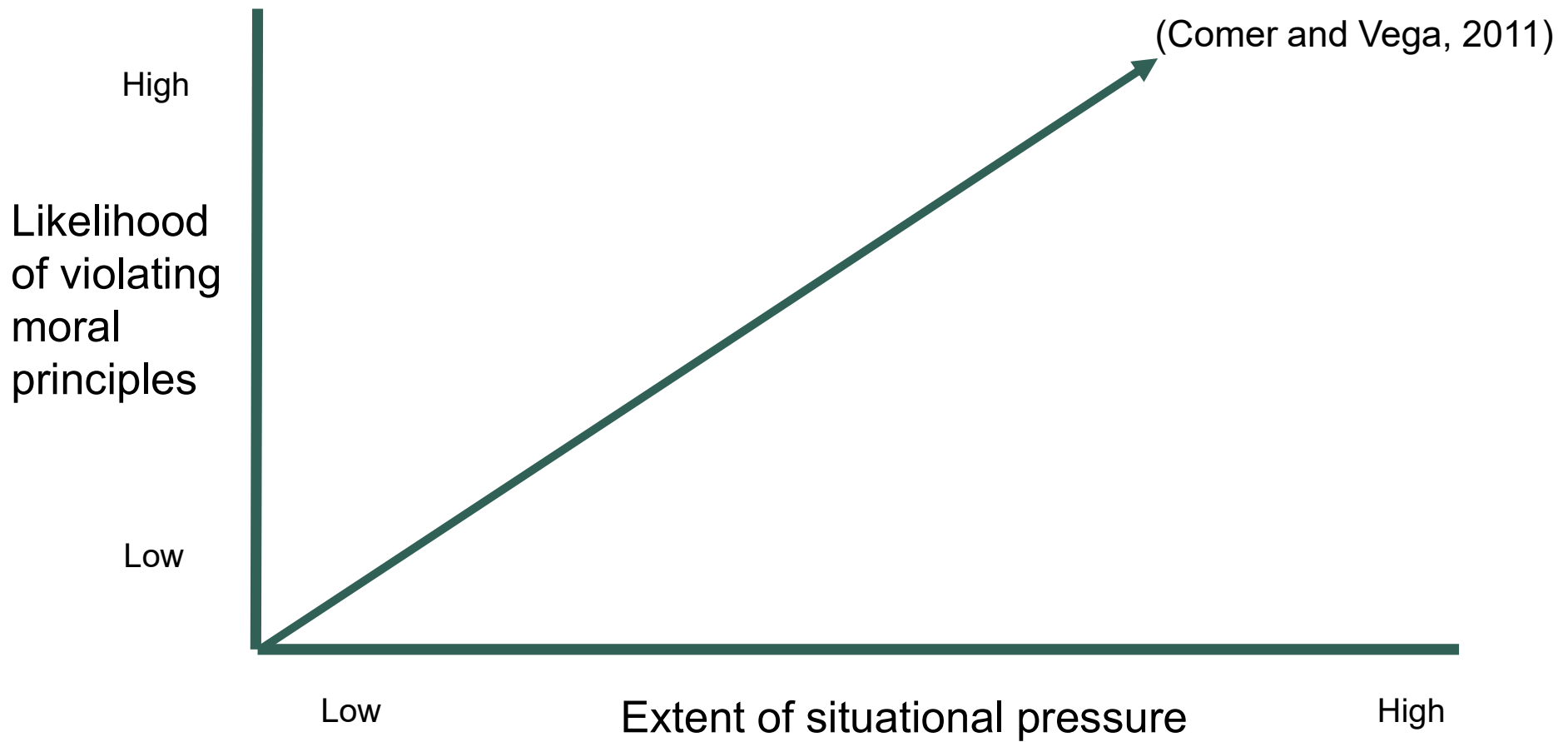
MAKE A DIFFERENCE

# Inhibitors to Moral Courage – Organizational

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- Culture that stifles discussion and tolerates unethical acts
- Willingness to compromise personal and professional standards to avoid social isolation (teenager- peer pressure)
- Unwillingness to face the tough challenge of addressing behaviors (Tomorrow)
- Indifference to ethical values
- Apathy of bystanders or lack of awareness to take action
- Group think that supports a united decision to turn the other way
- Tendency to redefine behavior as acceptable

# Personal Ethical Threshold



# Personal Ethical Threshold Exercise

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# Personal Ethical Threshold

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- ❑ Review
- ❑ Perfection vs reality
- ❑ Scores Indicate
  - ❑ Lower = the less courage you have to meet the challenge
  - ❑ Higher = the more courage you have to meet the challenge

# Models for Decision Making

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# Ethical Decision Making Model

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Six-Question Decision Making Model by Strom-Gottfried

Simple and straightforward

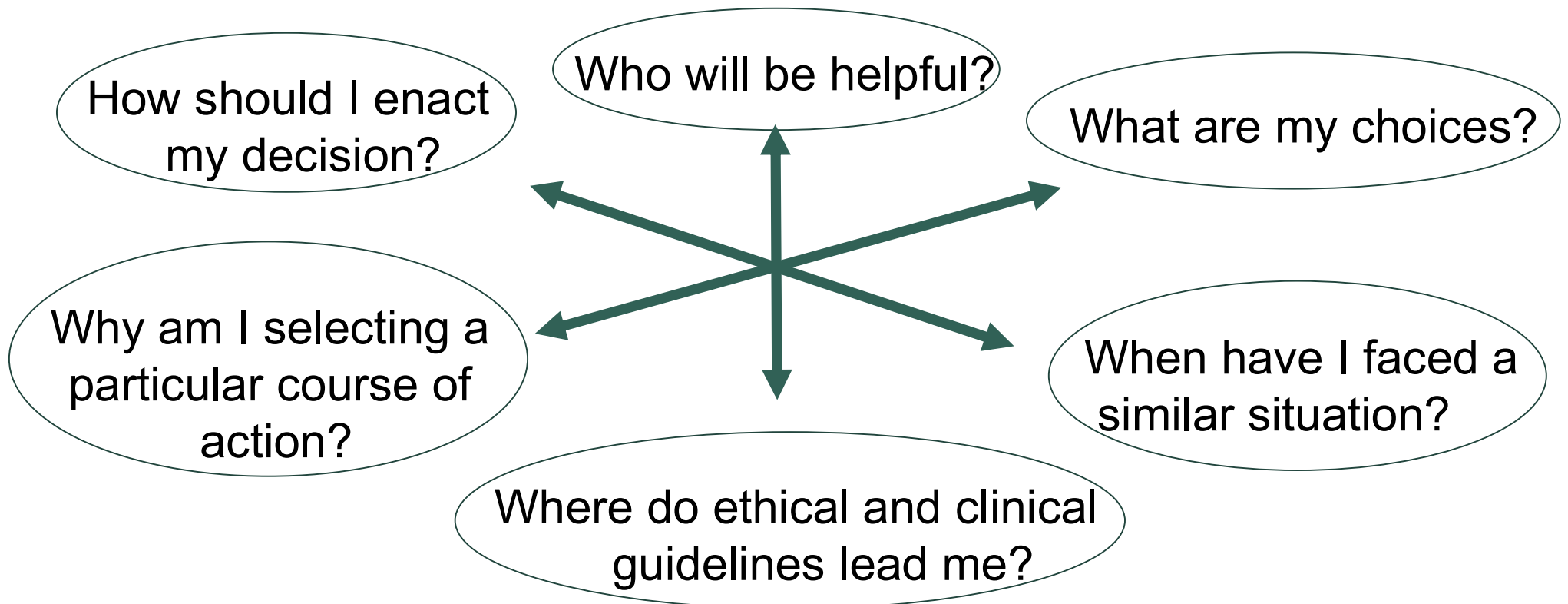
Practical for new practitioners

Helpful in insuring thoughtful process to decision making



# Six step model

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# Case #1

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- As you enter an elevator on your way back to your office after work, you see a supervisee heading toward you. He asks you to hold the elevator but doesn't seem to be in a hurry. Upon entering, he stumbles a bit and says, "Whoops". It is then that you smell alcohol on his breath. This social worker works in your program which provides inpatient treatment for children and youth. He gets off the elevator and proceeds to his office where he has a client waiting for him. What do you do, how, why?

# Examples of Ethical Dilemmas

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1. You have a supervisee who is noted to be “so busy”. As you review her work, you note that while her desk is piled high with paperwork, very little actual work is being done. She is highly valued by the team and well regarded in the agency. What would you do?
2. You have a staff member come to you voicing that she is tired of constantly picking up the slack for one of your supervisees. She relates that several times a week, the supervisee asks her to handle a variety of tasks for her caseload. What would you do?
3. You have changed hats from staff to administration....do you need to give up friendships with people who you will now supervise? What do you think?
4. As a supervisor of a domestic violence agency with a shelter program, a new employee reported she is being abused by her live-in boyfriend. She feels she is in danger and would like to enter the shelter and receive counseling with us. What would be your response?



# Recent Revisions to the Code of Ethics

NASW 2018

# Code of Ethics Use

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Am I held accountable to the Code of Ethics if I am not a member of NASW?

**YES!** Many courts view the code of ethics as a professional accepted guide for standards of practice.



# Competence

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1.04 (d) Social workers should ensure they have the knowledge and skills to use the technology in their practice including communication challenges and strategies to address those challenges

1.04(e) Social workers need to be informed and compliant with any legal regulations/laws governing technology and social work practice in their area of service provision as well as the location of the client.



# Question?

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**How many locator apps are on your phone?**

Take a moment and check your phone. If you aren't sure how (that is the competence piece the code is telling us we need to know).

**Hint |** Google this question and see how to find out how to do it on your phone.



# Privacy and Confidentiality (wording)

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1.07 (a) Social workers should not solicit private information from *or about clients except for compelling professional reasons*.

1.07 (c) When disclosure is necessary to prevent serious, foreseeable, and imminent harm to client *or others*. (consistent with duty to warn)

1.07 (f & i) When sharing information the social worker should explicitly seek agreement that information may be shared electronically.



# Supervision & Consultation (wording)

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3.01 (a) social workers who provide supervision (whether in person or remotely) should have necessary knowledge and skills....

3.01 (c) 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 (including dual relationships that may arise while using social networking sites, or other electronic media)

# Education and Training

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3.02 (d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with student in which there is a risk of exploitation or potential harm to the student, including dual relationships that may arise while using social networking sites or other electronic media.



# Ethical Issues | Clinical Supervision

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**Determine that the supervisee informs clients about the parameters of the work**  
**Seven Categories to Ensure Informed Consent**

- Risks of Treatment
- Benefits of Treatment
- Logistics (length, cost, etc.)
- Type of Services Offered
- Variations of Services
- Preferred Alternatives
- Risks of Receiving No Treatment

# Ethical Issues in Supervision

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**Determine that the supervisee informs clients about parameters of supervision that will affect them**

- Emergency Procedures
- Confidentiality
- Understanding of the Provider's Qualifications

# 2021 New Self-care Language

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Located in the Purpose section  
and the Ethical Principles section  
under Integrity.



# Purpose section wording

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Professional self-care is paramount for competent and ethical social work. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social work self-care.

# Value Principle – Integrity wording

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Social workers are continually aware of the professional mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers should take measures to care for themselves professionally and personally. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.

# Acting Promptly re: Impairments

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Timely action goes a long way to reduce the potential impact on clients and professionals when someone is struggling with impairments

Avoid working in isolation when it comes to addressing signs of impairment

Seek supervision, support and professional help

Don't be afraid to ask for help

Make use of available resources



Professional self-care is a critical component to providing quality services and preventing burnout and compassion fatigue.

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**True self-care is not salt baths and chocolate cake. It's about making the choice to build a life you don't need to escape from.**



# Self-Care is:

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A way to prevent professional impairment.

A way to reduce the likelihood of professional negligence.

A way to promote competent and professional practice.



# Resources

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NASW website, [social workers.org](https://www.socialworkers.org), has many resources available to help meet your self-care growth!

Self-care plan on this course page available to begin thinking about your self-care needs

Our continuing studies online course entitled, “Ferocious Self-Care” or “Professional Boundaries and Ethical Practice”

# Cultural Competency

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## Section 1.05

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Reinstatement of the standard 1.05 as “Cultural Competence” and more emphatic language that operationalized how cultural competence is demonstrated.

# Section 1.05

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A) Social workers should demonstrate understanding of culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.

B) Social workers should demonstrate knowledge that guides practice with clients of various cultures and be able to demonstrate skills in the provision of culturally informed services that empower marginalized individuals and groups. Social workers must take action against oppression, racism, discrimination, and inequities, and acknowledge personal privilege.

# Section 1.05

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*C) Social workers should demonstrate awareness and cultural humility by engaging in critical self-reflection (understanding their own bias and engaging in self-correction); recognizing clients as experts of their own culture; committing to life-long learning; and holding institutions accountable for advancing cultural humility*

*D) Social workers should obtain education about and demonstrate understanding of the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.*



## Section 1.05

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E) Social workers who provide electronic social work services should be aware of cultural and socioeconomic differences among *clients' use* of and access to electronic technology and *seek to prevent such potential barriers*. Social workers should assess cultural, environmental, economic, mental and physical ability, linguistic, and other issue that may affect the delivery or use of these services.

# Board of Social Work

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The Board cannot provide legal advice

Staff can assist by directing licensees to the applicable section of the statute that may apply

Board Practice Act and Standards of Practice are available on the website, along with the Compliance Process Video and Complaint Reporting Forms

# Resources

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Colleagues

Supervisor | Consider training/background

NASW Ethics Committee

Board of Social Work