

Ethics and Confidentiality

Don't Leave Home Without It

Great Lakes RCEP

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What are Ethics?

Webster's dictionary:

- A set of moral principles or values
- The principles of conduct governing an individual or group

Professional Codes of Ethics

- The Code of Professional Ethics for Rehabilitation Counselors (CRCC)
- Association for Persons in Supported Employment (ASPE)
- The Alliance of Direct Support Professionals (ADSP)
- American Psychological Association (APA)
- National Association of Social Workers (NASW)

How We Define Confidentiality?

- Client Rights
- Professional Standards
- Agency Standards
- HIPAA



The Challenges of Confidentiality



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- Small communities
- Family involvement
- Specialized populations
- Physical surroundings
- Convenience

I'd tell you but then...

- You have just had a very interesting interview with a new client at the end of the workday. With the client's situation fresh in your mind, you go home, eat dinner and when your spouse asks about your day what do you say?

The Parent Trap

- A parent of one of your transition students calls to ask you what subjects you have been discussing with the student. The parent is concerned about the clients relationship with his girlfriend and asks what you know about the situation.

Quick to the Freezers!

- On Saturday you are shopping at the local grocery store with your children. You see a client coming toward you. You smile, say "hello" and talk briefly, then go on your way. Your children then ask, "Who was that?" What do you say?

Write, right, or right (correct)

- You are meeting with a client at the request of the counselor to clarify some issues. You have the client's case-file on your desk. The client asks if she can have a copy of the medical and psychological reports in the file. What do you do?

Oh Oh

- The sister of a client sees you at the office and states that the client has threatened the life of another person. What do you do?

Neuro-rights

- You have received information from the local school district on a client who needs a neuropsychological evaluation. The psychologist wants any previous testing information before he begins his work. What do you do?

Break-time

- A group of employees are in the break room talking about their day. One mentions the name of a client they have just seen and the circumstances surrounding this person's disability. You become uncomfortable about the use of names and the whole discussion. What do you do?

Not so convenient...

- A local convenience store operator calls you with a complaint about one of your clients. The store operator says your client was seen behind the store selling drugs. He knows this is your client because he discovered paperwork left behind by the client with your name on it. Now what?

THE Job, Your Job?

- A client goes to work on a job obtained without your assistance and you know that this particular job will post a threat to the client's safety and possibly to others. The client insists that he/she is OK and will not sign a release of information for you to talk to the employer. Can you notify the employer of the situation?

Hang on to Your Legal Briefs!

- A subpoena arrives from a lawyer requesting that information be released to the lawyer. However, in checking the file, you find there is no release of information form signed to allow the release. What do you do?

Waiting Game

- A few folks in your office are gathered together at the front desk. They are discussing invoices and services needed for a client. Sitting opposite the reception desk are two people waiting for appointments with their counselors. What needs to be done in this situation?

Ask These Questions

- Is this in my client's best interest?
- Whose needs are being served?
- Will this have an impact on the service I am delivering?
- How would I feel telling a colleague about this?
- Am I comfortable in documenting this decision/behavior in the client file?
- Am I violating a Code of Ethics?