

Ethics and Boundaries

Don't Leave Home Without Them

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 Boundaries

- Historical Context
- Professional Standards
 - Change with time
 - Are reflective of disability rights movement
- Personal Experience
 - Values
 - Cultural Experience

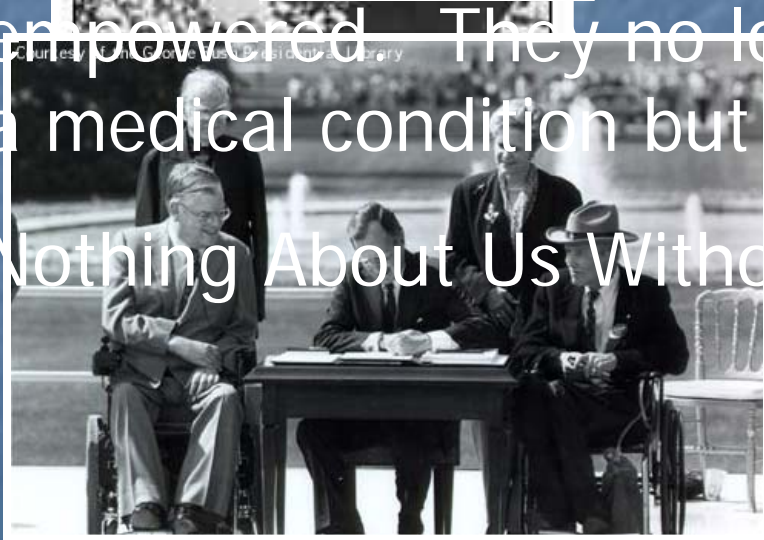


Not Just the Right Thing to Do

"They have come to a raised consciousness of themselves not only as a people with disabilities but also as a oppressed people. Moreover, they have become political activists, because through their raised consciousness they have become empowered. They no longer think of disability as a medical condition but as a human condition."



Nothing About Us Without Us



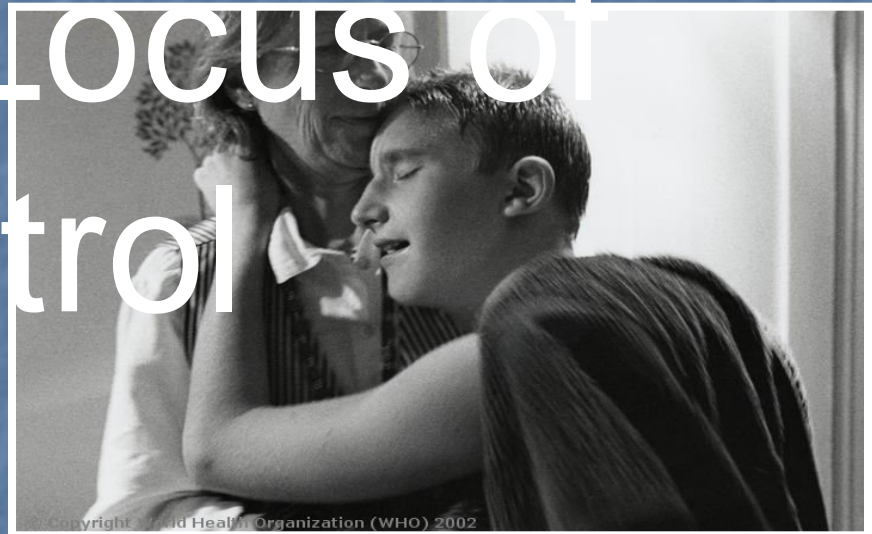
"People with disabilities define independence, not in physical terms, but in terms of control. People who are almost totally dependent on others, in a physical sense, can still have independence of thought and action, enabling them to make full and active charge of their lives."

(French cited in Albrecht, Seelman and Bury, 2001: p. 749)

Dependency and Learned Helplessness Vs. Empowerment

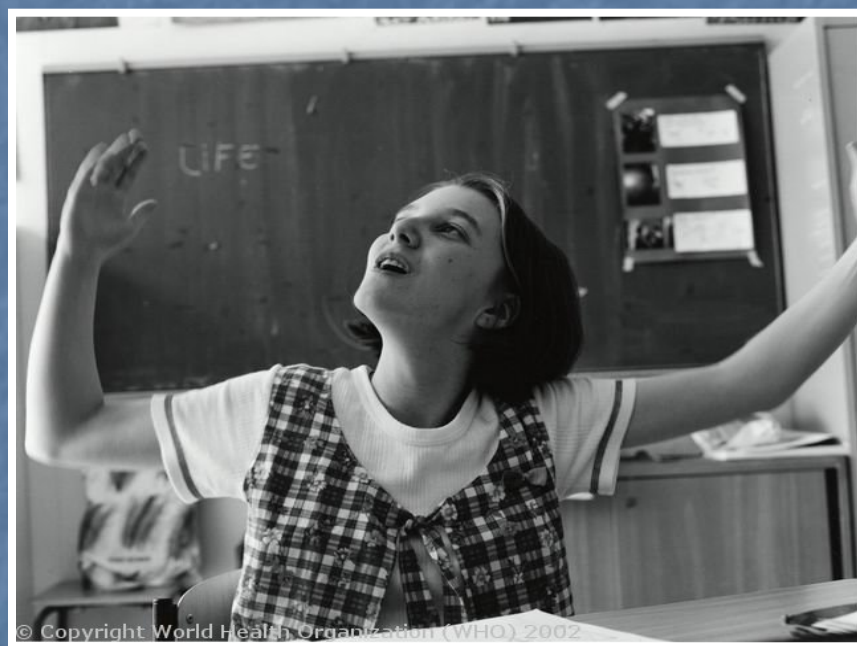
- Choice making
- Decision making
- Problem solving
- Goal setting and attainment
- Self awareness
- Self knowledge

Internal Locus of Control



Boundaries in Rehabilitation

- How do we define Boundaries?
- Mixing:
 - Mission for society
 - Mission of agency
 - Practical reality of everyday work
 - Personal Values
 - Professional experience



Setting Boundaries -



Putting Yourself in
Someone Else's Shoes

- Is the power equal in a relationship between VR professional and customer?
- What impact can this have on the professional relationship?

What's in a Title? Nosey?

- What do we call those individuals in our lives with whom we share...

Friends

- Our dreams

- Our skills

- Our Barriers

Family

- Our financial and job history

- Our address and phone number

- Our time

Loved Ones

Professional Responsibility

- To set boundaries
- Clarify expectations
- Educate
- Encourage empowerment



Dual Relationships

- What are “dual relationships?”
- Why should they be avoided?



Oh Baby!

- You are working with Toni, a 16 year old transition student and friend of your daughters. You have known Toni's family for several years and they are thrilled you will be working with their daughter. They like and trust you. Today Toni confided in you that she is pregnant and is unsure of what to do.

Wheelin and Dealin

- You have been working trying to assist an 18 year old transition student obtain a job in mechanics. He is very talented, but the job market is slow. Your car breaks down and he offers his services.

Diploma and More...

- A customer you have been working with invites you to her High School graduation ceremony. The customer is especially grateful to you for the assistance and support you have provided, and is looking forward to working with you in the future.

What Was Old Is New

- You have 3 teenage boys who have outgrown their nearly new winter jackets. One of your clients attends a meeting with you wearing a tattered coat. He seems to be about the same size as your older boy.

Drawing the Lines

- It is the responsibility of professionals to explain the boundaries to clients
- Dual relationships should always be avoided
- It's the professionals ethical responsibility to illicit Empowerment
- **If** physical contact is appropriate, the real boundaries of the situation **must** be known

Gimme Some Sugar

- Matt is a 16 year old customer with a developmental disability. He is pleasant, kind, and loves to hug. His family and group home members do not discourage this expression.
- Maria is a 19 year old woman who loves to express herself by hugging people she likes and trusts. She likes you.
- Debbie is a 18 year old woman recently diagnosed with Borderline Personality disorder. She ends her first appointment with you by approaching you with a hug.

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?