



**Carrol Warren, Ed.D., C.R.C.**

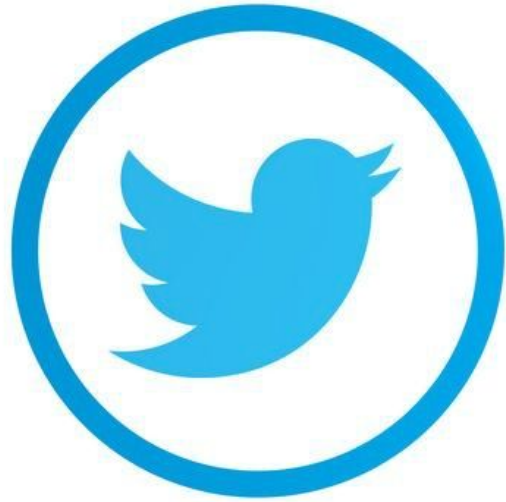
Workplace Ethics: Case Studies and Current Practices

North Carolina State University

International Association for Rehabilitation Professionals Conference,  
October, 2018



Welcome



@drkarrolwarren

#CRCCEthics

#IARP2018

# Agenda

- Background
- Case Studies
- Q-sort Activity
- Reflection



# Objectives

- You will be able to summarize highlights of the CRCC Code of Ethics.
- You will be able to apply ethics to practice.
- You will be able to describe action steps to take should ethical boundaries be blurred.



edition

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# Organizational Ethics

A Practical Approach

Craig E. Johnson



- Utilitarianism
- Kant's Categorical Perspective
- Rawls's Justice as Fairness
- Aristotelian ethics
- Confucianism
- Altruism

# Ethics - Values - Morals

A photograph of a paved road with two parallel yellow lines down the center, curving to the right. The road is flanked by a dense forest of tall, thin trees. The sky is clear and blue. The text 'Ethics - Values - Morals' is overlaid in white, bold font across the center of the image.



Selfless behavior

# Review of the Code of Professional Ethics for Rehabilitation Counselors (version effective January 2017)

## Objectives of the code:

- 1) Promote public welfare by specifying ethical behavior expected of rehabilitation counselors;
- 2) Establish principles that guide ethical behavior of rehabilitation counselors
- 3) Serve as an ethical guide designed to assist rehabilitation counselors in constructing a professional course of action that best serves those utilizing rehabilitation counseling services
- 4) Serve as the basis for the processing of alleged Code violations by certified rehabilitation counselors

# Areas of the Code

- 1) The Counseling Relationship,
- 2) Confidentiality, Privileged Communication & Privacy,
- 3) Advocacy & Accessibility,
- 4) Professional Responsibility,
- 5) Relationships with other professionals and employers,
- 6) Forensic Services,
- 7) Proper Diagnosis of mental disorders,
- 8) Supervision, Training, & Teaching,
- 9) Research & Publication,
- 10) Technology, Social Media, and Distance counseling,
- 11) Business Practices
- 12) Resolving Ethical Issues

What would you do?





# Discussion

## **Code – Section C – Advocacy and Accessibility**

### C.1. Advocacy

- a. Attitudinal barriers
- b. Empowerment
- c. Organizational advocacy

# Case Study: Cassandra



# Application of the code & resolution of issues

- Section A.2 Respecting Diversity
  - a. respecting culture
- Section D – Professional Responsibility
  - D.5 b. Reports to third parties “Rehabilitation Counselors are accurate, honest, and objective in reporting their professional activities...”
  - D.5. c. Presentations “When rehabilitation counselors provide advice or commentary by means of public lectures, demonstrations, radio or television program, .....

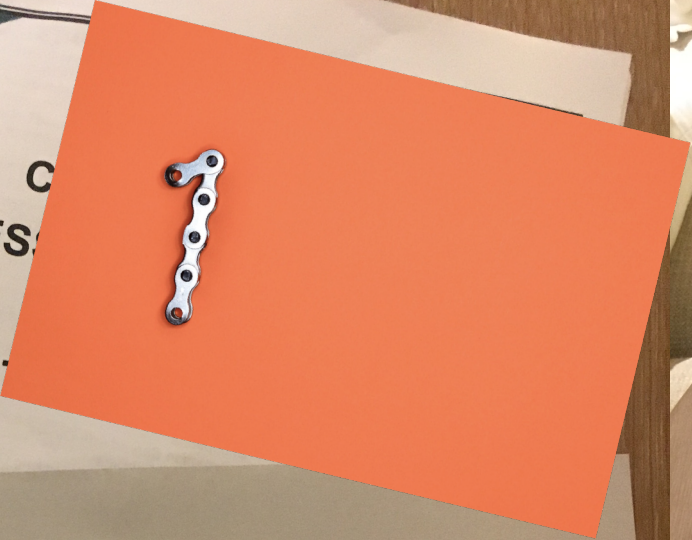
D.5.e Exploitation of others....

# Sorting Activity

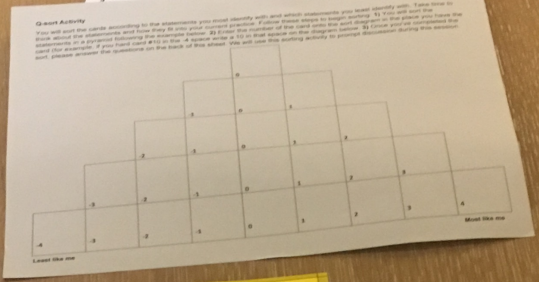
- 20-25 Minutes
- Sort cards following the instructions on the next two slides
- Answer questions
- Discussion



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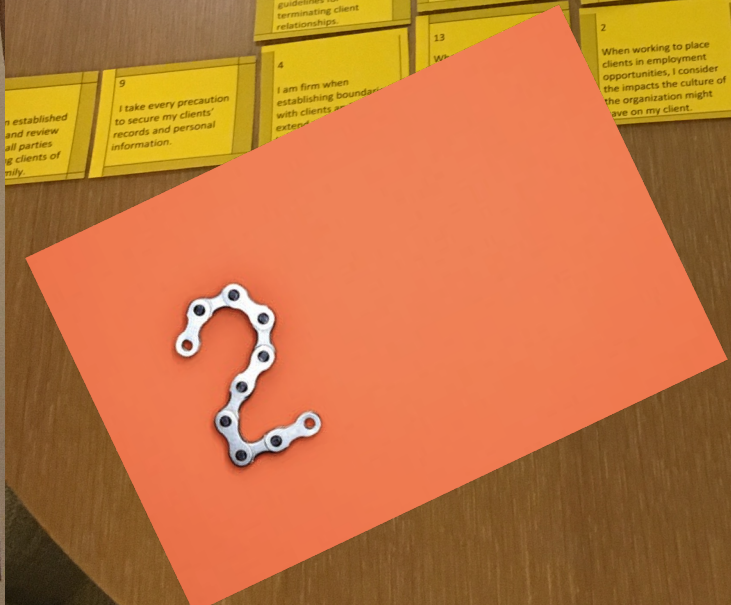
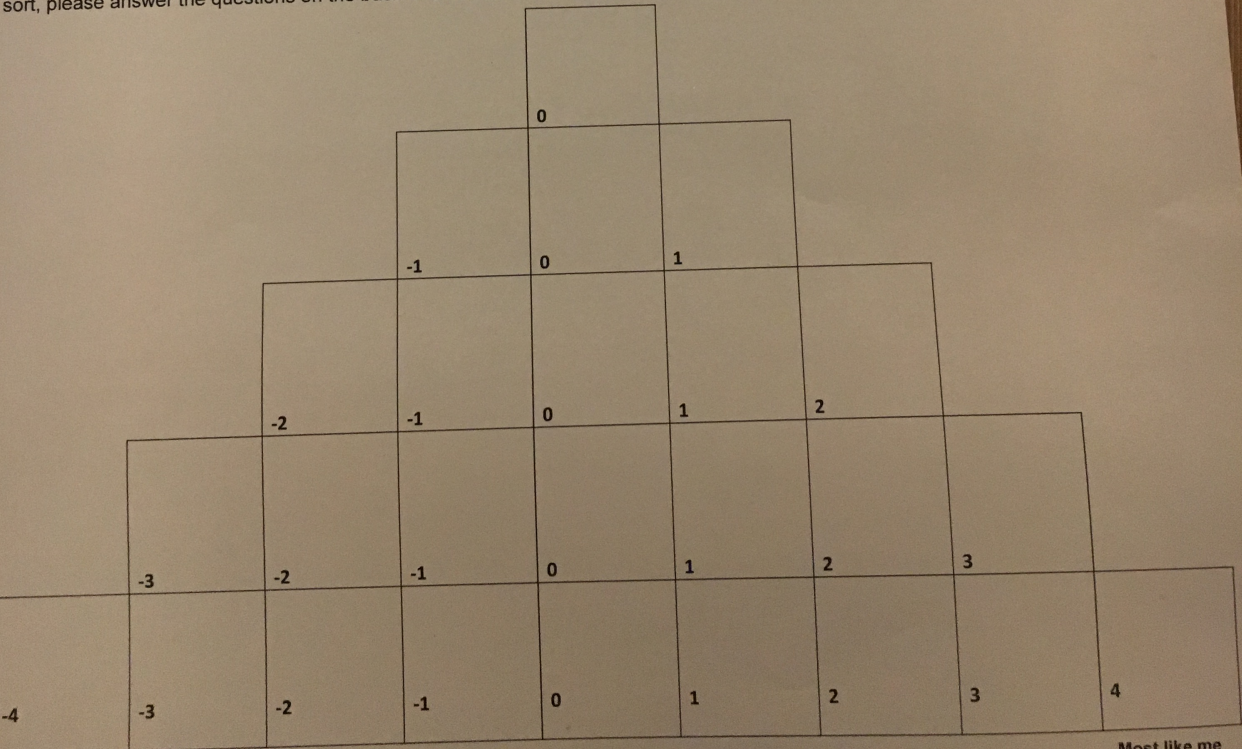


CODE OF PROFESSIONAL ETHICS FOR REHABILITATION COUNSELORS



**Q-sort Activity**

You will sort the cards according to the statements you most identify with and which statements you least identify with. Take time to think about the statements and how they fit into your current practice. Follow these steps to begin sorting: **1)** You will sort the statements in a pyramid following the example below. **2)** Enter the number of the card onto the sort diagram in the place you have the card (for example, if you had card #10 in the -4 space write a 10 in that space on the diagram below. **3)** Once you've completed the sort, please answer the questions on the back of this sheet. We will use this sorting activity to prompt discussion during this session.



10. I participate in ongoing trainings in which cultural diversity is the topic.

6. I use a screening process before establishing group counseling/therapy sessions.

19. I am confident that my counseling techniques are grounded in theory.

8. During initial meetings with clients, I have strategies to effectively build trust early.

1. I put time and effort into plan development and assessment with my clients.

22. When considering conducting assessments, if an outdated assessment best fits the needs of my clients, I will use it.

24. When using team-based approaches and ethical concerns arise, I first try to resolve issues among the team.

15. I consider myself an advocate for individuals with disabilities.

17. I regularly (more than twice per year) participate in continuing education opportunities to stay current in my work.

11. In addition to the first meeting with a client, I discuss confidentiality at later meetings.

12. I would know exactly the protocol to follow if a client disclosed their diagnosis of a communicable disease.

3. I adjust my communication style to fit the cultural and organizational needs of my clients.

18. I have a plan in place and have shared it with my clients in the event a natural disaster interrupts services.

23. I am aware of informed consent requirements related to conducting research.

16. I am aware of barriers that impact the success of my clients.

21. I have identified to providing consultations within rehab counseling, am highly

7. I have developed a specific set of guidelines for terminating client relationships.

13. I am firm when establishing boundaries with clients and extend

4. I am firm when establishing boundaries with clients and extend

9. I take every precaution to secure my clients' records and personal information.

2. When working to place clients in employment opportunities, I consider the impacts the culture of the organization might have on my client.

14. I am confident in my ability to counsel clients who express attitudinal barriers, like stereotyping and discrimination.

20. I alert my employer of any unethical policies and practices that I see occurring in the organization.

1) When you finish sorting, write the number in the top right of the card onto your sheet in the corresponding space in the pyramid.

2) Answer questions on the back of your sheet.

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clients.

21

I have identified, prior  
to providing  
consultations, areas  
within rehabilitation  
counseling in which I  
am highly competent.



A large, yellow speech bubble with a white outline, pointing downwards and to the left. The word "Discussion" is written in the center in a bold, white, sans-serif font.

**Discussion**

# Resources for further training

- CRCC

<https://www.crccertification.com/eUNIVERSITY>

- IARP

<https://www.pathlms.com/iarp>



INTERNATIONAL ASSOCIATION OF  
REHABILITATION PROFESSIONALS

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”Conscious leaders commonly have high analytical, emotional, spiritual, and systems intelligence. They also have an orientation toward servant leadership, high integrity, and a great capacity for love and care.”

John Mackey (2013)