

# Ethics in the Workplace

## Training Description/Abstract

**Presenter: Laura Lopez, MED, LCDC, SAP**

This training is an effort to bring about awareness and compassion regarding ethical behavior as a professional in this field.

Perception: What is our goal as therapists? (*Discussion*)

Ethics is not only a requirement of licensure renewal but also necessary in navigating the nature of our experiences and implementation of "**Do No Harm**" with our clients in the workplace and in dealings and communication with our colleagues.

Albert Ellis and his definition of humans (*discussion*)

In keeping with Evidence Based Practices in the clinical setting and work place environment, it can prove stressful and can change our behavior as well as cognitive notions of our ethics.

Ethics, according to Taber's Cyclopedic of Medical terms, is a system of moral principles or standards governing conduct, but whose? (*Discussion*)

Faith	Responsibility	Family constructs
Morals	Employment	Man's Law
Personal Beliefs	Contracts	Rules

Code of Hammurabi: Eye for an eye (*Discussion*)

### **Objective: 1: Documentation:**

Participant is to develop an increased understanding of vital, concise documentation without pre-conceived notions, feelings, and jousting with other clients or staff within the documentation such as in a progress note or incident report.

SOAP in writing documentation concisely (Subjective, Objective, Assessment, and Plan)

(*Discussion*)

What is the definition of "To be Objective" when writing documentation (Progress notes, incident reports, etc..) ? (*Discussion*)

What is "Jousting" in person and in documentation and why do we do it? (*Discussion*)

How do YOU prevent jousting with our co-workers and clients in person and in documentation? (*Discussion*)

Developing good working relationships is a matter of a "Hostile work environment" and the omission of dread in going to work. (*Discussion*)

Yes, work is not a lifestyle or social engagement, but a place to use your skills and make money to provide for your family, why do we believe otherwise?

*(Discussion)*

### **Objective 2: Relationships**

Participant will understand and recognize in themselves and staff in "red flag" situations with all relationships in the profession field that are prohibited and problematic in the workplace with clients, staff, family members and supervisors/interns.

Participants will understand the chain of command, outside agencies connected to your profession and when it is necessary to go directly to law enforcement in each situation

### **Ethical vs Not-Ethical Examples:**

1. Intern Relationships
2. Workplace relationships
3. Client/Therapist relationship
4. Client's family/Therapist relationships
5. Supervisors and your relationship
6. Corroborative relationships

What are "Red Flags" in these relationships? *(Discussion)*

Sexual and non-sexual, that is the question? *(Discussion)*

When are relationships a "Crime"? *(Discussion)*

### **Objective 3: Ethics in Role Play**

Participants will learn about appropriate and inappropriate relationships in supervisory positions, with workplace and intern relationships.

Participants will learn what to look for and when and where to report it without creating workplace gossip and animosity.

\*Why do we gossip? *(Discussion)*

\*What is the difference between Appropriate/Inappropriate relationships and Illegal/Unlawful/Frowned upon relationships? *(Discussion)*

\*What are the consequences of these type of relationships? *(Discussion)*

**Appropriate Relationships: Role play**

Client/Therapist:

Co-worker:

Supervisor:

**Inappropriate Relationships: Role play**

Client/Therapist:

Co-worker:

Supervisor:

**Illegal Relationships: Role play**

Client/Therapist:

Co-worker:

Supervisor:

**Unlawful Relationships: Role play**

Client/Therapist:

Co-Worker:

Supervisor:

**Frowned upon Relationships: Role play**

Client/Therapist:

Co-Worker:

Supervisor:

**Chain of Command:**

Always go to your own supervisor first, if it involves your supervisor, go to Human Resources or their supervisor. Discuss it with A TRUSTED Supervisor or Human Resources to make the appropriate decision for you and your safety.

**Unless it is a serious crime, then immediately call 911 THEN notify Human Resources.**

**Numbers to consider:**

New Mexico Regulation and Licensing Department: 505-476-4500

Texas Department of Licensing and Regulation: 1-800-803-9202

U.S. Office of Drug and Alcohol Policy: 202-366-DRUG (3784)

U.S. Department of Labor: 1-866-487-2635

New Mexico Sexual Assault Hotline 1-800-656-HOPE

**Network, Discussion and Questions**