

Recovery Ethics of Today and Tomorrow

**Common Ethical Violations and
Tools to Avoid Them**

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Common Ethical Violations

- * Standards of Practice
- * Confidentiality
- * Competence
- * Sexual Contact
- * Infractions of Dual Relationships



Common Ethical Violations

- * ***Standards of Practice:***

- * **Discrimination**
- * **Billing/Coding Inconsistencies**
- * **Showing up and working with clients**
 - * **Late to or too long of sessions**

- ***Confidentiality:***

- **Valid consents**
- **Limits in disclosure**
- **Disclosing names or personal information in front of other clients**
- **Keeping confidentiality during group sessions**
- **Appropriate record keeping**

Common Ethical Violations

- **Competence:**
 - **Inappropriate/Excessive Self-Disclosure**
 - **Staying within job scope**
 - **Acquiring appropriate training and credentials to perform tasks, skills, etc.**
 - **Poor Employee/Client Relationship**
- **Sexual Contact:**
 - **Clients should not be your friend, significant other, or sexual partner. This type of relationship can impair judgement and or job performance and cause harm to the client.**
 - **How long is a client really a client?**

Common Ethical Violations

- ***Infractions in Dual Relationships:***

- **Dual relationships refer to any situation where multiple roles exist between a counselor and a client. Examples of dual relationships are when the client is also a student, friend, family member, employee or business associate*.**

- **CRS/CHWs should not be their client's sponsor**

* *Zur, O. (2011). Dual Relationships, Multiple Relationships & Boundaries In Psychotherapy, Counseling & Mental Health. Retrieved 11/16/2011*

Technology and Ethics

- * **Texting PHI**
 - * Text is not a protected form of communication and is not confidential
- * **Inappropriate Use**
 - * Gaming
 - * Personal phone calls
- * **Exchanging Personal Information**
 - * Facebook/Social Media
 - * Phone Numbers
- * **HIPPA Violations**
 - * Hearing confidential information over the phone
- * **Many, Many, More**



Boundary Crossing vs. Boundary Violation

- * A boundary crossing is a deviation from classical therapeutic activity that is harmless, non-exploitative, and possibly supportive of the therapy itself. In contrast, a boundary violation is harmful or potentially harmful, to the patient and the therapy. It constitutes exploitation of the patient.
- * **Crossing:** Client-centered self-disclosure, giving a supportive hug to a grieving client, accepting a small termination gift from a client, lending a CD to a client, or accompanying a patient to a dreaded but important doctor's appointment.
- * **Violation:** Engaging in exploitative dual relationships, such as sexual contact with clients or exploitative business relationships, meeting clients purposefully outside of work or off of work hours, revealing excessive amounts of personal information, providing outside expertise.

Common Issues with Poor Ethics

- * Lack of self care
- * High burnout rate
- * Lack of training
- * Not maintaining personal recovery
- * Difficult population

reminder:
✓ take care
of yourself!



Eight Practices to Avoid Violations

1. **Maintain a supervisory relationship.**
2. **Regular participation in trainings, workshops and lectures on ethics.**
3. **Familiarity with state and federal statutes and regulations that relate to one's profession.**
4. **Read and reread the professional code of ethics.**
5. **Consult often with other professional colleagues.**
6. **Refer individuals when not competent to treat or obtain necessary supervision while gaining experience.**
7. **Maintain a working relationship with complimentary health providers.**
8. **Obtain special training in dealing with suicidal or dangerous clients.**

* *Jim Malley and John Thorson (2001)

Thanks!

- * **Contact information for questions:**

- * **Kim Manlove**

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- * **Resources:**

- * **Jim Malley and John Thorson (2001)**

- * **Zur, O. (2011). *Dual Relationships, Multiple Relationships & Boundaries In Psychotherapy, Counseling & Mental Health*. Retrieved 11/16/2011**

- * **Mitchell M. Handelsman: Colorado Mental Health Section Study and report of Disciplinary Action Statistics (March 2003)**