



Ethics in the Prevention Field Refrresher

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What You'll Need

- Paper and a writing utensil to take notes

Introductions



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Associate Executive Director, Prevention
Celebrated 4 years at GUIDE in 2021
Nationally recognized trainer in prevention and social justice

Mary Kate Chapman, MA, ICPS

Associate Executive Director, Positive Youth Development
Celebrated 10 years at GUIDE in 2021
Nationally recognized trainer in prevention and PYD
Prevention Credentialing Consortium of Georgia (PCCG) President

What Connects You to Ethics

- Take a look around your space.
- Find something that connects you to ethics.
- • Bring that item back to your screen.

Agenda

01.

Overview

02.

Definitions

03.

Prevention
Code of Ethics

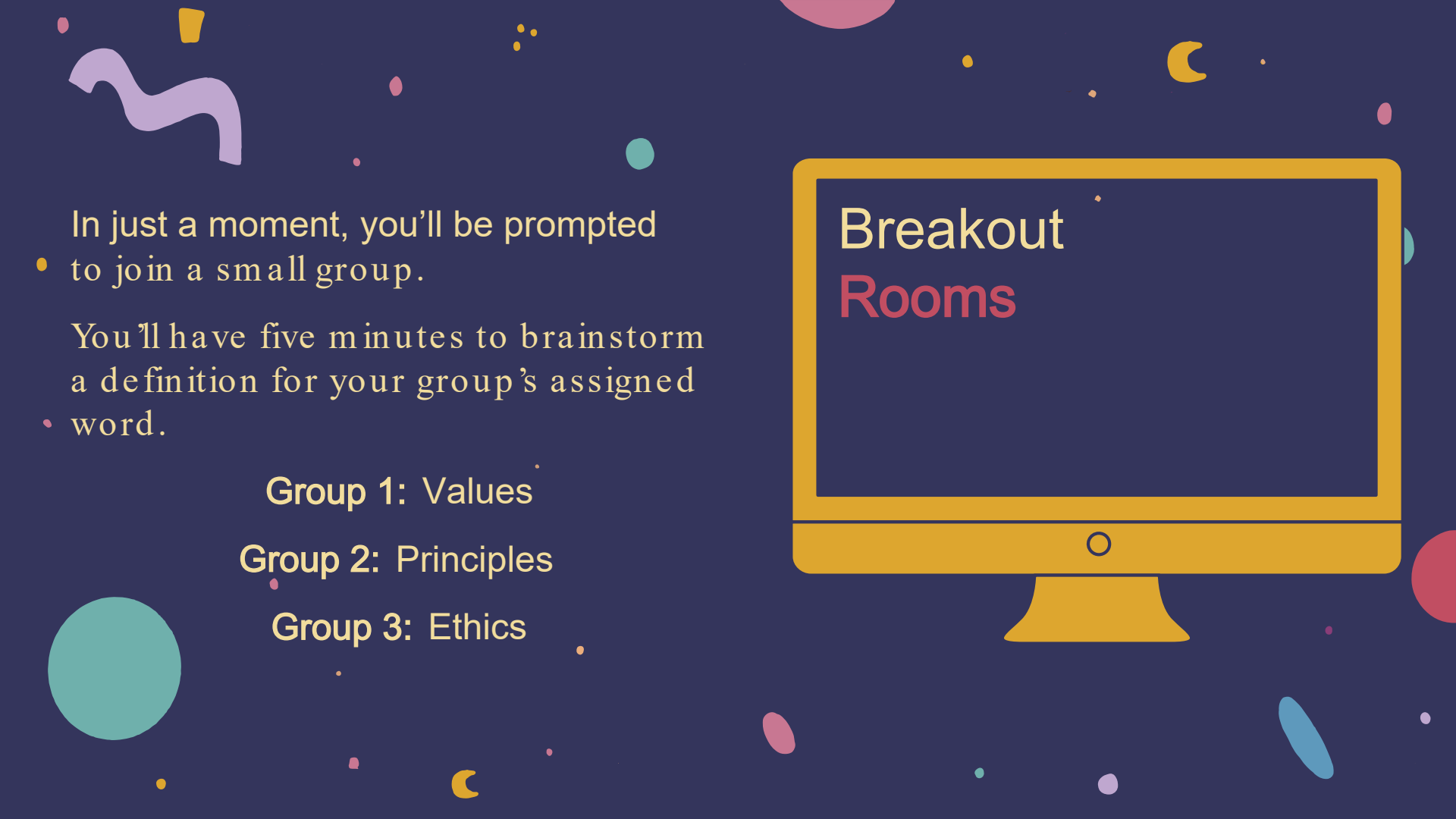
04.

Resources &
References

Overview

As prevention professionals, we all face ethical situations on a regular basis. We often know how to do what we need to do, but sometimes we don't know the most ethical decision.

This workshop will provide a quick refresher on the Prevention Code of Ethics and why it is important to our work.



In just a moment, you'll be prompted to join a small group.

You'll have five minutes to brainstorm a definition for your group's assigned word.

Group 1: Values

Group 2: Principles

Group 3: Ethics



**Breakout
Rooms**

Values



a person's principles or standards of behavior;
one's judgment of what is important in life;
internal.

For example: authenticity, loyalty, family first



Principles



a fundamental truth or proposition that serves as the foundation for a system of belief or behavior or for a chain of reasoning; external.

For example: do no harm, commitment to excellence





Ethics

a set of developed and accepted standards/principles of behaviors and actions for individuals and organizations within a profession



Further Exploration of Definitions



What Values are in Conflict?

Sarah is a hard worker who does whatever it takes to get the job done. She prides herself on delivering a high -quality work product and overcoming any obstacles in her way. Sarah is new to the prevention field and just moved to the area a year ago for her job with her son.

Sarah is responsible for planning a site visit with her grant funders who are traveling to complete the visit on Thursday morning. The site visit is the first big task that her supervisor has tasked her with, and the supervisor has another meeting on Thursday and can't make it visit. She is almost ready for the site visit but needs a full day in the office to finalize all details.

On Wednesday morning, Sarah gets a call from the school that her son had a major accident and needs to go to the hospital. She feels terrible about missing work on Wednesday and not being prepared for Thursday's meeting.

The Prevention Code of Ethics

- The code, adopted by IC&RC, helps us avoid acting unethically.
- Commission: the act of committing; an act undertaken consciously
- Omission: failure to act

Type into the chat box:
what is an example of an unethical
act of COMMISSION?

Type into the chat box:
what is an example of an
unethical act of OMISSION?



The Prevention Code of Ethics

The six principles in this code are intended to create a climate of respect, and to make sure professionals act in ways that protect the physical, mental and emotional safety of those involved in or served by prevention activities. You can think of the Prevention Code of Ethics as a guide for professional conduct.

It can help you:

Proactively make good, ethical choices every day

Respond appropriately to dilemmas you face

Code of Ethical Conduct: Preamble

The principles of ethics are a model of standards of exemplary professional conduct. These principles of the Code of Ethical Conduct for Prevention, Early Intervention, Health Promotion Professionals and Volunteers express the professional's and volunteer's recognition of his/her responsibilities to the public, to service recipients, and to colleagues. They guide members of the profession in the performance of their professional and voluntary responsibilities and express the basic tenets of ethical and professional conduct. The principles call for commitment to honorable behavior, even at the sacrifice of personal advantage. These principles should not be regarded as limitations or restrictions, but as goals for which prevention, early intervention and health promotion professionals and volunteers should constantly strive. They are guided by core values and competencies that have emerged with the development of these fields.

Code of Ethical Conduct: **Non -Discrimination**

A Prevention, Early Intervention, Health Promotion Professional or Volunteer shall not discriminate against service recipients or colleagues based on race, religion, national origin, sex, age, sexual orientation, economic condition, or physical or mental disability, including persons testing positive for AIDS -related virus. A Prevention, Early Intervention, Health Promotion Professional or Volunteer should broaden his/her understanding and acceptance of cultural and individual differences, and in so doing render services and provide information sensitive to those differences.

Non - Discrimination in Practice


Gina is struggling to keep her upcoming prevention conference within budget. After hiring some key speakers, paying the site for space and food and purchasing a conference bag, she realizes that she will not have enough money to hire the sign language interpreter requested by one of the participants. She knows this person is very good at reading lips, so she feels confident he will benefit from the conference without the interpreter. In the end, Gina believes that it is more important to spend her limited funds in ways that will benefit everyone rather than just one participant.

Code of Ethical Conduct: **Competence**

A prevention, early intervention, health promotion professional or volunteer shall observe the technical and ethical standards within his/her particular field(s), strive continually to improve personal competence and quality of service delivery, and discharge professional or volunteer responsibility to the best of his/her ability. Competence is derived from a synthesis of education and experience. It begins with the mastery of a body of knowledge and skill competencies (core functions). The maintenance of competence requires a commitment to learning and improvement that must continue throughout the professional's or volunteer's life.

Code of Ethical Conduct: **Comp. Continued**

- a. Professionals and volunteers should be diligent in discharging responsibilities. Diligence imposes the responsibility to render services carefully and promptly, to be thorough, and to observe applicable technical and ethical standards.
- b. Due care requires a professional or qualified volunteer to plan and supervise adequately any professional activity for which he or she is responsible.
- c. A professional or volunteer should recognize limitations and boundaries of competencies and not use techniques or offer services outside of his/her competencies. Each professional or volunteer is responsible for assessing the adequacy of his or her own competence for the responsibility to be assumed.
- d. When a professional or volunteer is aware of unethical conduct or practice on the part of an agency, a professional or a volunteer, he/she has an ethical responsibility to report the conduct or practices to appropriate authorities and to the public.



Let's think about what each of us
does to maintain our competence!
What is something you've done in
the last year to maintain your
competence in the prevention field?

Please Type your response in the chat box.



Code of Ethical Conduct: Integrity

To maintain and broaden public confidence, professionals and volunteers should perform all professional and voluntary responsibilities with the highest sense of integrity. Integrity can accommodate the inadvertent error and the honest difference of opinion. It cannot accommodate deceit or subordination of principle

- a. Personal gain and advantage should not subordinate service and the public trust.
- b. All information should be presented fairly and accurately. Each professional and volunteer should document and assign credit to all contributing sources used in published material or public statements.
- c. Professionals and volunteers should not misrepresent either directly or by implication professional or voluntary qualifications or affiliations.
- d. A professional or volunteer should not be associated directly or indirectly with any service or products in a way that is misleading or incorrect.

Code of Ethical Conduct: **Nature of Services**

Above all, professionals and volunteers shall do no harm to service recipients.

Practices shall be designed to protect the recipient from harm and shall not result in censure.

What is an example of the Nature of Services principle you've seen in action?

- a. Where there is evidence of impairment in a colleague or a service recipient, a professional or volunteer shall report the impairment to the appropriate authority that appropriate action has been taken.
- b. Where there is evidence of impairment in a colleague or a service recipient, a professional or volunteer should be supportive of assistance or treatment.
- c. A professional or volunteer should recognize the effect of impairment on professional or volunteer performance and should be willing to seek appropriate treatment for him/herself.

Code of Ethical Conduct: Confidentiality

Confidential information acquired during service delivery shall be safeguarded from disclosure, including but not limited to verbal disclosure, unsecured maintenance of records, or recording of an activity or presentation without appropriate releases. Professionals are responsible for knowing and adhering to the State and Federal confidentiality regulations relevant to their specialty and for sharing that information with volunteers they supervise.

Code of Ethical Conduct: Confidentiality

James is planning his agency's youth leadership conference. He is reviewing participants' personal demographic information and medical allergies. The information is pulled up on his computer in his private office. James leaves to go to the bathroom. Another colleague, Diane, comes in and waits for James to return. Diane can see the information on James's computer screen.

Is James in violation of the Confidentiality principle?

Why or why not?

Code of Ethical Conduct:

Ethical Obligations for Community & Society

According to their consciences, professionals and volunteers should be proactive on public policy and legislative issues. The public welfare and individuals' right to services and personal wellness should guide the efforts of professionals and volunteers. Professionals and volunteers should adopt a personal and professional stance that promotes the health and well-being of all humankind .

Please share an example of when the Ethical Obligations for Community and Society has come into play in your work.

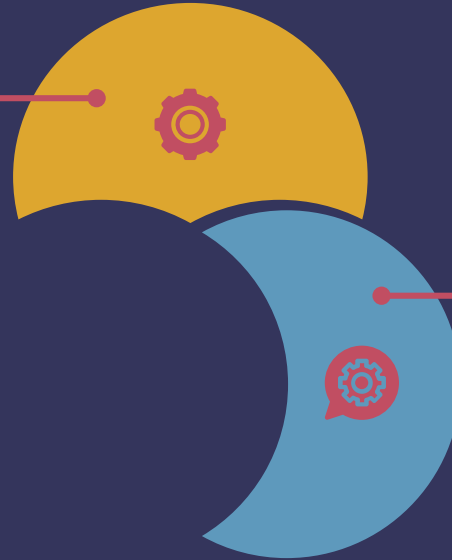


It's Game Time!

More Ethics Training



6 hour course required for initial PCCG Credentialing
Both in person and online include in -depth look at case studies and examining an Ethical Decision Making Model



2 hours of any Ethics training required for recertification (every 2 years)

Can be ANYTHING ethics-related – online or in person , social work ethics, medical ethics, etc.

Resources for Six Hour Training

- Prevention Solutions at EDC
 - <https://psonline.edc.org/>
 - Moderated 2 week course offered 2 -3x/year, \$115
 - Currently has a 15% discount with code Discount2020Ethics
- GUIDE
 - <http://guideinc.org/events>

References

- www.business-standard.com/article/opinion/omission-and-commission-110112100038_1.html
- psonline.edc.org/
- internationalcredentialing.org
- pccga.org/

Thank you!

Do you have any questions?

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