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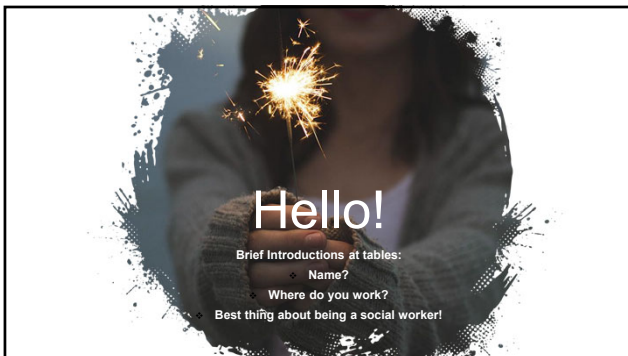
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## NASW Code of Ethics: The History

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## Purpose of Codes of Ethics

- ❖ Address "problems of moral hazard"
- ❖ Address issues of professional integrity
- ❖ Address issues that concern professional's duty to serve the public interest

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## Social Work Code of Ethics Timeline

- ❖ **Mary Richmond 1920's**
  - ❖ First published code (informal)
- ❖ **American Association of Social Workers 1947**
  - ❖ First formal code
- ❖ **NASW 1960**
  - ❖ 14 Proclamations
  - ❖ "I give precedence to my professional service in public emergencies"
  - ❖ "I respect the privacy of those I serve"
  - ❖ 15<sup>th</sup> proclamation regarding nondiscrimination added in 1967.

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## The Path to the Modern Day Code of Ethics

- ❖ 1977 NASW establishes a task force to revise the code
- ❖ 1979 Code of Ethics:
  - ❖ This code is intended to serve as a guide to the everyday conduct of members of the social work profession and as a basis for adjudication of issues in ethics when the conduct of social workers is alleged to deviate from the standards expressed or implied in this code. (NASW, 1979, pv)
  - ❖ This code was revised twice eventually including 82 principles for social workers.



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## The Path Continues

- ❖ 1996 Code revision: served as the foundation to the current code of ethics.
- ❖ Most recent changes/revisions to the code took place 2017 and included significant consideration to technology in the provision of social work services.



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## Mission and Values

- × The primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. (NASW, Preamble)



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## Core Values

- ❖ Service
- ❖ Social justice
- ❖ Dignity and worth of the person
- ❖ Importance of human relationship
- ❖ Integrity
- ❖ Competence

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## Current NASW Code of Ethics

1. Ethical Responsibilities to Clients
2. Ethical Responsibilities to Colleagues
3. Ethical Responsibilities in Practice Settings
4. Ethical Responsibilities as Professionals
5. Ethical Responsibilities to the Social Work Profession
6. Ethical Responsibilities to the Broader Society

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## 2017 Code Changes

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## Why our Values are Important

**Beliefs—Feelings—Actions**

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*"Ethical behaviour comes from a social worker's individual commitment to engage in ethical practice. Both the spirit and the letter of this Code of Ethics will guide social workers as they act in good faith and with a genuine desire to make sound judgements". CASW Code of Ethics (2005)*

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Ethical  
Decision  
Making

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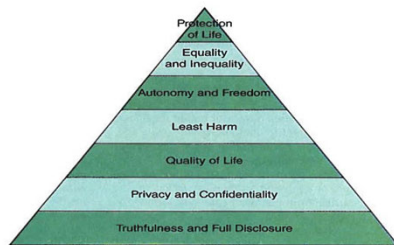


Figure 2.1  
Ethical Principles Hierarchy

Source: Boyle et al. (2009); Loewenberg, Dolgoff and Harrington (2000).

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### Ethical Rules Screen

- × Examine the **Code of Ethics** to determine if any of the Code rules are applicable. These rules take precedence over the worker's personal value system.
- × If one or more Code rules apply, follow these.
- × If the Code does not address itself to the specific problem, or if several Code rules provide conflicting guidance, use the Ethical Principles Screen.

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### Ethical Principles Screen

- × **Ethical Principles Screen (EPS)**
  - × Principle of the protection of life
  - × Principle of equality and inequality
  - × Principle of autonomy and freedom
  - × Principle of least harm
  - × Principle of quality of life
  - × Principle of privacy and confidentiality
  - × Principle of truthfulness and full disclosure

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## SMALL GROUP WORK

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## Social Worker Misconduct

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*In a 2000 study spanning 10 years, Kim Strom-Gottfried found that poor practice resulted in 160 violations, **SEXUAL MISBEHAVIOR 102 violations**, and competence issues in 86 violations*

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## Ethical Obligation to Colleagues

- × 2.06(a) Sexual relationships with colleagues and co-workers.
- × 2.07 Sexual harassment
- × 2.08(a) Impairment of Colleagues (talk with colleague)
- × 2.08(b) Impairment of Colleagues (report)

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"Most, if not all, of the patients I worked with led consistently unhealthy lifestyles. They tended to be masochistic, to have low self-image, and to be self-destructive in their personal and professional lives. Eighteen of the 60 had been married more than once and the rest either unmarried or separated. Those who were married had frequent affairs. They all worked excessively long hours...All tended to be perfectionist and were usually never pleased with their work. "I know I can be better" "I could have done more" tend to be the refrain. They tended to conduct their lives, both at home and in the office, in such a way that they found little relief from their chores. They have a deperation to be needed and rationalize taking drugs as "doing something for themselves". They tend to be risk takers personally and with their clients." -Freudenberger 1986

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## Signs of Potential Boundary Violations

- |  |  |   |
|--|--|---|
| × Giving personal contact info to clients            | × Talks frequently about client                    | × Clients family begins to complain       |
| × Accepting or requesting social media invitations   | × Begins "running into" client as social functions | × SW family begins to notice a difference |
| × Overly affectionate with clients                   | × Shares personal information with clients         | × General work performance has decreased  |
| × Spends unusually long periods of time with clients | × Gives money to clients                           |   |
| × Change in dressing around clients                  | × Increased use of drugs and alcohol               |   |
|  | × Clients appears overly interested in SW          |   |

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## Self Care: It's the Ethical Thing to do

1. Ethical Responsibilities to Clients
  2. Ethical Responsibilities to Colleagues
  3. Ethical Responsibilities in Practice Settings
  4. Ethical Responsibilities as Professionals
  5. Ethical Responsibilities to the Social Work Profession
  6. Ethical Responsibilities to the Broader Society
- ❖ Service
  - ❖ Social justice
  - ❖ Dignity and worth of the person
  - ❖ Importance of human relationship
  - ❖ Integrity
  - ❖ Competence

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## BOUNDARIES

*With Colleagues*  
*With Clients*  
*With Work*  
*With Self*

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What is your  
Self Care  
Plan?

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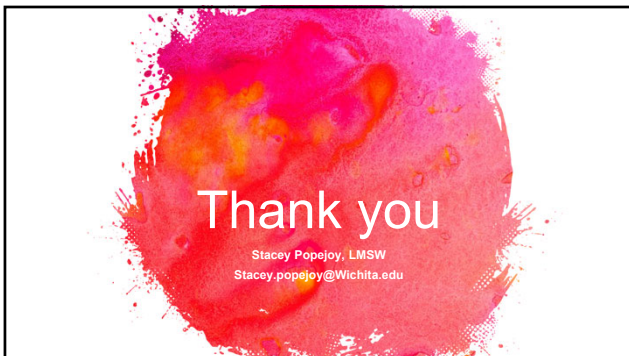
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