

*Why Self Care Behavior
Is Ethical Behavior*



Self-Care and the Code of Ethics

- Social workers seek to enhance the capacity of people to address their OWN NEEDS.
- Social workers also promote the responsiveness of ORGANIZATIONS, communities, and other social institutions to address individuals' needs and social problems.

NASW Code of Ethics, Preamble

Dignity and Worth of the Person

- Ethical Principle: Social Workers respect the inherent dignity and worth of the person
- They treat each person in a caring and respectful fashion and promote socially responsible self-determination.



COMPETENCE

- Ethical Principle: Social workers practice within their areas of competence and develop and enhance their professional expertise.
- They aspire to contribute to the knowledge base of the profession.



4. Competence

- 4.03 Private Conduct

Social workers should not permit their **PRIVATE CONDUCT** to interfere with their ability to fulfill their professional responsibilities.

- 4.05 Impairment

Social Workers should not allow their own **PERSONAL** problems, psychosocial distress, legal problems, substance abuse or mental health difficulties to interfere with their professional judgment and performance.



Self Care

- Taking care of one's physical health
- Managing and reducing stress
- Attending to emotional and spiritual needs
- Nurturing family and important relationships
- Balancing one's personal and professional life.

Intentional Self Care, Spontaneous Self Care and Emergency Self Care

Sometimes you finally schedule that Drs appointment, or go to your Yoga class.

Sometimes it feels right to go catch a movie with friends, or drive up the canyon.

Sometimes you stop working and take a nap.

All are useful to

- HEAL, MAINTAIN and THRIVE

Self Care at work

- Getting clarification on expectations for your job
- Asking for the resources and equipment to do your job
- Taking time to make friends at work
- Having a sense of purpose and opportunities for growth
- Making a creative contribution.
- Planning time so you don't overschedule
- Planning quiet time to get work done
- Taking short breaks
- Planning vacations

Set up for Failure?

- Core Value: SERVICE, Code of Ethics
- Social workers elevate service to others above self interest.
- Social Workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return.
- Low salaries, budget cuts, understaffed, do more with less, document everything!



Catarac Canyon





Social Work Vulnerabilities

- Intimate Relationships
- Personal Benefit
- Emotional and Dependency Needs
- Altruistic Gestures
- Unanticipated circumstances

Sexual Behavior and Clients

- No sexual contact with clients, their relatives, or former clients with or without consent.1.9
- No embracing, massaging, cuddling, caressing, with risk of exploitation or potential harm.

1.10



2. Ethical Responsibilities To Colleagues

- 2.07 Social Workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, or trainees over whom they exercise professional authority.
- 2.08 Supervisors should not sexually harass supervisees or students. This includes sexual advances, solicitation, requests for sexual favors and other verbal or physical conduct of a sexual nature.





Licensed Social Workers in Utah

- LCSW 3,551
- CSW 1,225
- SSW 1,846
- Certified Intern 14
- Volunteer LCSW 1
- TOTAL 6,637 Social Workers
- Utah population 3,051,217

Licensing Board Year End Statistics for year 2016

- Complaints received 107
- Cases closed 103
- 10 Administrative filings (voluntarily gave up license.)
- 1 criminal filing
- 14 letters of concern
- 2 sent to diversion

- 1.6 percent of social workers have complaints against them that warranted investigation.

Reoccurring Ethical Violations In Utah

- 1. Boundary Violations (mostly improper sexual conduct, improper texting, friending on facebook, other social media.
- 2. Dual Relationships
- 3. Making custody recommendations
- 4. Confidentiality Violations
- 5. Record Keeping (no records)

Ben Baker

DOPL investigator for mental health professions

If a complaint is valid what happens?

- Citation and a fine
- Assigned to complete more CEUs
- License put on probation for up to 5 years
- Sent to therapy, drug rehabilitation, placed under clinical supervision again, required essay about wrong doing.
- License can be permanently revoked.
- Record of Disciplinary action can be expunged in 5 years. They are automatically expunged in 10 years.

New Rule for Supervisors

- If a supervisor for a potential licensee has any action taken against them by the board, they must immediately stop their supervision, and transfer the supervisee.
- They may be reinstated as a supervisor after two years with a clean record.

Social Work Board Members

- Dane Ishihara Bureau Manager
- Doran Williams LCSW (Wasatch Mental Health)
- Janafer Newman LCSW
- Nathan Strait SSW
- Donna Didas CSW
- Rachel Stoddard SSW
- Kathleen Anderson Public member

High Risk Clients

- Psychiatric Disorders
- Personality Disorders
- Significantly Depressed/Suicidal
- Psychotic
- Substance abuse and Addiction Issues
- Distorted Reality/Disassociating
- Contentious Partner

2.05 Consultation

- Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interest of the client.
- 2.11 Unethical conduct of Colleagues
- c) discuss with the colleague whenever feasible.

Why clients tend to sue

- They are disappointed with treatment outcomes or experience
- Believe the social worker is incompetent
- Feel financially or emotionally exploited
- Are billed incorrectly or later than expected



What an attorney will ask

- Did you know or should you have known they were suicidal?
- Were preventative measures taken to prevent the suicide?
- Did your assessment include warning signs?
(Depression, previous suicide attempts, lack of social support)
- Were their threats taken seriously?

Recommendations from Advisory Council on Campus Response to Sexual Assault

- Develop written protocols on victim interview techniques to reflect trauma-informed principles.
- Enhance training on subjects such as the neurobiology of trauma for all involved with the response, support and investigation of sexual assault.
- Highly publicize an enhanced education campaign about resources for victims of sexual assault and/or interpersonal violence.

- Add to the Sexual Misconduct Policy an amnesty statement regarding possible Honor Code violations occurring at or near the time of a reported sexual assault.
- Improve awareness of and access to existing information for victims regarding ZERO TOLERANCE of retaliation.
- Strengthen BYU's relationship with relevant resource providers in the community. April 2017