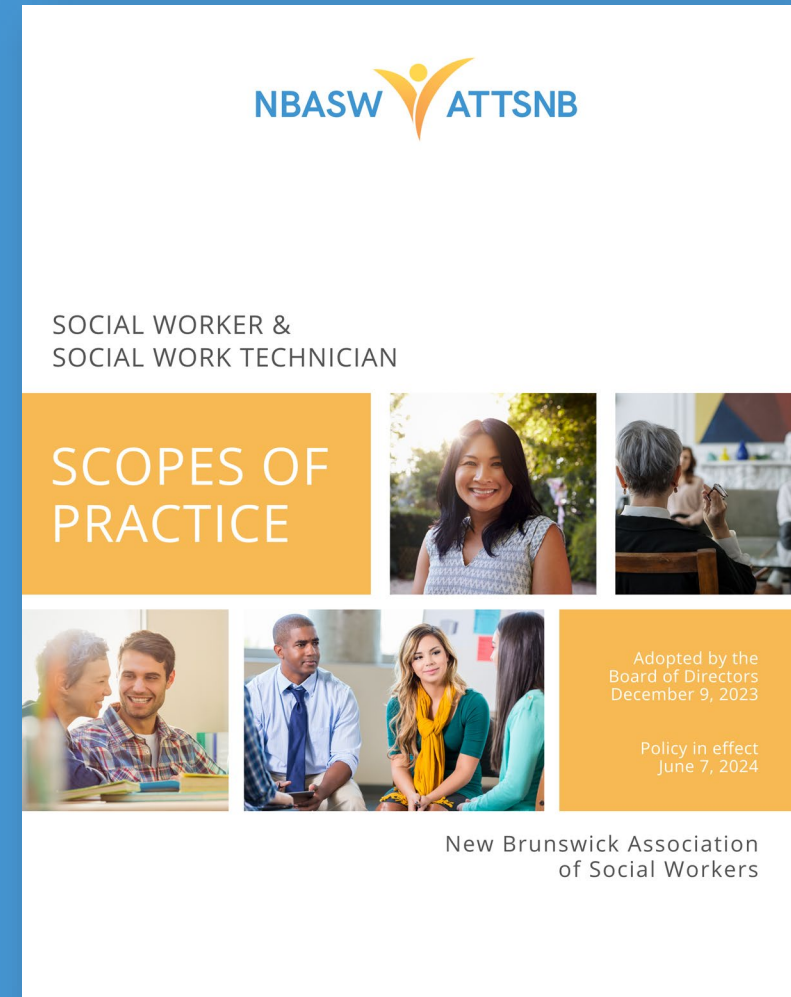


NBASW Code of Ethics  
(2007) Overview

NBASW Ethics, Standards & Guidelines Training  
2024-2025 Registration Season

# The NBASW Welcomes Social Work Technicians

- NBASW Act received Royal Assent June 7, 2024.
- NBASW Act (2024) provided the Association with the power to regulate social work technicians.
- NBASW is updating the Code of Ethics to include both social workers and social work technicians.
- Until a new Code is developed, **the 2007 NBASW Code of Ethics applies to both social workers and social work technicians.**
- Both social workers and social work technicians need to apply the ethical principles of the Code to their practice, in relation to their specific scope of practice.





# NBASW Ethics, Standards & Guidelines Training

- One NBASW Ethics, Standards & Guidelines Training is required for practicing and non-practicing members each registration year.
- Watching the webinar counts as a Group A activity.
- Track activities on annual CPE Log.
- This presentation applies to all Registrants (social workers & social work technicians).



# Presentation Outline



Mandate of the NBASW



Purpose of the NBASW Code of Ethics



Values and Principles



Ethical Obligations



Ethical Decision-Making Tool



# NBASW Mandates

- The NBASW is an association that protects the public and promotes excellence in social work practice.
- The NBASW Mandate:
  - Protecting the public;
  - Maintaining high practice standards;
  - Establishing ongoing registration requirements (incl. CPE Policy);
  - Providing an accountability mechanism;
  - Promoting the profession; and
  - Working for social justice & social change.

# NBASW Code of Ethics

The NBASW Code of Ethics (2007):

- Identifies core values and principles;
- Guides professional practice and behaviors;
- Outlines ethical obligations; and
- Provides a framework for assessing whether a social worker or social work technician has engaged in unethical conduct.

*A Code of Ethics cannot guarantee ethical behavior. Ethical behavior is guided by a social worker's commitment to engage in ethical practice.*





# Values & Principles

1. Respect for Inherent Dignity and Worth of Persons
2. Pursuit of Social Justice
3. Service to Humanity
4. Integrity of Professional Practice
5. Confidentiality in Professional Practice
6. Competence in Professional Practice

Personal Values vs. Professional Values

# Ethical Obligations

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1. Ethical obligations to **clients**

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2. Ethical obligations in **professional relationships**

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3. Ethical obligations to **colleagues**

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4. Ethical obligations in the **workplace**

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5. Ethical obligations in **private practice**

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6. Ethical obligations in **research**

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7. Ethical obligations to the **profession**

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8. Ethical obligations to **society**



# 1. Ethical Obligations to Clients

Must maintain best interest of the client as the primary professional obligation, unless...

- Priority of others
- Legal requirements

## 1.2 Demonstrate Cultural Awareness and Sensitivity

- *Social workers have an ethical responsibility to ensure they integrate cultural awareness and sensitivity in their practice while enhancing competency to work with people from diverse cultures.*



2021

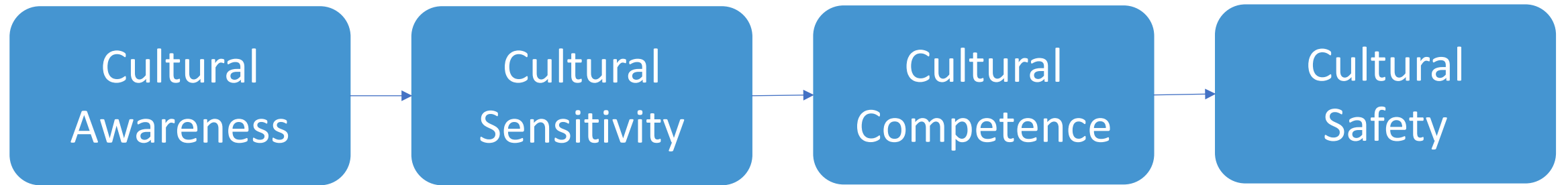
### **CULTURAL COMPETENCE STANDARDS REGARDING SOCIAL WORK WITH INDIGENOUS PEOPLES**

New Brunswick Association of Social Workers

*Adopted by the Board of Directors May 8, 2021*



# Cultural Competence Cont.



# Client-Self Determination

- Nature of services
- Recording of information
- Limits on professional confidentiality
- Risks and benefits
- Right to consult another professional, to refuse or terminate services
- Right to view professional records

To develop trust and  
demonstrate transparency





# Informed Consent

- No coercion and undue influence
- Valid
- Avoid jargon
- Competent
- Capacity



# Confidentiality

- Crucial to the delivery of social work services
- Respect client's right to privacy and confidentiality
- Kept indefinitely

When can we disclose client information?

- With client consent
- When required by law
- When disclosure is necessary to prevent serious, imminent and foreseeable harm to self or others
- As part of NBASW Complaint process

# Maintenance & Handling of Client Records

Registrants ensure that records are:

- Relevant to the client and the services provided
- Accurate, Comprehensive, & Respectful
- Protected and placed in a secure area

When do you document?

- Following the intervention or as soon as it is reasonably possible.
- Must follow agency protocols and standards!



## 2. Ethical Obligations in Professional Relationships

Dual relationships occur when social workers are involved with client in more than one relationship, including

- Social
- Financial
- Business

Appropriate professional boundaries must be maintained during AND after the professional relationship.

### Boundary Continuum



...We need to be alert of actual or perceived conflicts of interest!



What should I do if a client sends me a Facebook friend request?



Steve's clients, Melissa, is the mother of four young children. Melissa informed Steve that she has no money to buy food. Steve decides to lend her a small amount of money. Steve knows Melissa will reimburse him. Did Steve do the right thing?





## 2. Ethical Obligations in Professional Relationships

- Physical contact with clients must be:
  - Clear
  - Appropriate
  - Culturally sensitive
- Romantic or sexual relationships with clients is **unacceptable**.
- Sexual harassment with clients is also **unacceptable**.



## 3. Ethical Obligations to Colleagues

- Respect and integrity
  - Seek to understand differences in viewpoints and practice
- Collaboration and Consultation
  - Utilize the expertise, ideas, knowledge of other disciplines
  - If it is in the best interest of the client and improve professional service!



## 4. Ethical Obligations in the Workplace

- Carry out objectives of employer and agency
- Employer is aware and understands social workers' professional ethical obligations
- Work towards best possible standards of service

## 5. Ethical Obligations in Private Practice

- Maintain Professional Liability Insurance
- Private Practice Directory on NBASW Website

## 6. Ethical Obligations in Research

- Minimizing Risk
- Informed Consent and Confidentiality





## 7. Ethical Obligations to the Profession

Maintain and Enhance the Reputation of the Profession

- Promote excellence in the profession
- Private conduct vs. Professional conduct

# 8. Ethical Obligations to Society

What are some examples of social justice activities?

- Volunteering
- Engaging in social and/or political action
- Raising public awareness of social injustices
- Public participation
- Responding to public emergencies
- Advocating

**The pursuit of social justice is one of the key values of the profession.**

# Ethical Dilemma Decision-Making Tool

ETHICS-A Model Framework



# ETHICS-A Model

- E - Examine the situation & values
- T - Think about ethical considerations
- H - Hypothesize all possible ethical options
- I - Identify consequences
- C - Consult with others
- S - Select action
  
- A - Advocate for change (if required)

**Remember to Evaluate, Debrief and Document!**

Fossen, C., Anderson-Meger, J., & Daehn Zellmer, D. (2014). Infusing a new ethical decision-making model throughout a BSW curriculum. *Journal of Social Work Values and Ethics*, 11(1), 66-81.



# When in doubt, don't act alone!

- Review
  - NBASW Code of Ethics, Guidelines and Standards;
  - Agency policies and procedures;
  - Laws;
  - Models of ethical decision making;
- Supervision / Consultation
  - Supervisor or peers;
  - NBASW / Ethics Committee;
  - Legal advice;
- Keep skills, training and knowledge of the profession current; and
- Take time to reflect and *document!*

The most important thing to remember when dealing with ethical dilemmas is to use the support you have in place to keep yourself from having to act alone!

# Disciplinary Process

- Complaint may refer to:
  - Professional misconduct
  - Incompetence
  - Breach of the NBASW Code of Ethics
- Complaints Committee may:
  - Dismiss the complaint
  - Take appropriate action to resolve the complaint
  - Refer the matter to the Discipline Committee
- What is the Discipline Committee?
  - Role and mandate
- What is a Discipline Hearing?
  - Procedure
- What are the powers of the Discipline Committee?
  - Sanctions



# Contact Us

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