

# ETHICAL PRINCIPLES TO GUIDE HUMAN SERVICE PROFESSIONALS AND CASE MANAGERS

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1

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- Graduated The University of Nebraska at Kearney in 2011
- Earned a Master's Degree of Science in Education in Community Counseling
- Dually Credentialed, Licensed Independent Mental Health Practitioner (LIMHP) and Licensed Alcohol and Drug Counselor (LADC)
- Credentialed as a Nationally Certified Counselor (NCC) through the National Board of Certified Counselor (NBCC)
- Work with individuals with co-occurring mental health and substance use disorders
- Work with individuals with Severe and Persistent Mental Illness (SPMI)
- Working in private practice in the State of Nebraska since 2015

2

## GOALS AND OBJECTIVES

- Goal:
  1. To engage professionals in the field of human services in a discussion of ethical principles and explore their implementation to best support ethical interaction and practice!!
- Objectives:
  1. To identify and define ethical principles as outlined by The America Counseling Association (ACA).
  2. Utilize real life case studies to strategize the implementation of these principles to guide ethical, best and supportive practices.
  3. Review an ethical decision-making model as outlined by The American Counseling Association.

3

## PRINCIPLE 1: AUTONOMY

- Autonomy: The principle of respect for independence and self-determination. Allows an individual the freedom of choice and action. CJ1
- Two Considerations:
  - A. Support clients/individuals to understand how their decisions/values may influence rights of others.
  - B. Is the client/individual truly sound to make completely independent choices? (Consider children and those with profound mental illness and developmental disabilities).

4

## PRINCIPLE 2: JUSTICE

- Justice: Kitchener (1984): "Treating equals equally and unequals equally, but in proportion to their relevant differences."
- A. Individuals/clients do not receive same treatment!
- B. If alternate treatment is necessary, sound explanation must be offered!
- C. Explanation must include and offer:
  1. A SOUND Foundation!
  2. Why Alternate Treatment is NECESSARY!
  3. Why Alternate Treatment is APPROPRIATE!

5

## PRINCIPLE 3: BENEFICENCE

### Beneficence:

- 1) To look out for the well-being of our clients and individuals!
- 2) To be additive to the well-being of our clients and individuals!

### • Uncomplicated Definition:

- 1) DO NO HARM
- 2) BE PROACTIVE
- 3) PREVENT HARM WHEN POSSIBLE

6

• NONMALEFICENCE DELINEATES:

**PRINCIPLE 4:  
NONMALEFICENCE**

Not causing harm to others!!

Thought, by some, to possibly be the most imperative off all the principles!!

All principles, please note, are equally imperative!!

1. NO INTENTIONAL HARM BY PROFESSIONAL!!
2. NO BEHAVIOR BY PROFESSIONAL WHICH COULD PRODUCE HARM!!
3. MUST WEIGH POSSIBLE RISK AND BENEFIT, EFFORTS TO RESULT IN NO HARM!!

7

**PRINCIPLE 5: FIDELITY**

PROFESSIONAL	CLIENT	CAUTION
Loyalty	Client Must Trust Professional!!	Must Enhance The Client/Professional Relationship!!
Faithfulness	Trust Is Essential For Relationship Growth!!	Must Not Risk This Relationship!!
Honoring Commitments	Follow Through For Client Is Essential And Imperative For Relationship Growth!!!	Obligations: Must Not Leave Them Undone!!
Must Develop Trust		

8

## CASE STUDY 1: VANESSA

- Vanessa has been a case manager at an agency for six months. Mr. Gary is her supervisor. Mr. Gary calls Vanessa to inquire whether she would like to go to a day-long workshop that would help her with her profession as the speaker for the workshop specializes case management strategies in which Vanessa has expressed interest during supervision. Vanessa accepts and the workshop turns out to be an excellent professional experience. Returning home, Vanessa and Mr. Gary stop for a quick bite to eat and Vanessa pays for the meals thank Mr. Gary for including her. The following day Vanessa is sharing some of the experiences of the workshop with another case manager at the agency who asks, "Isn't Mr. Gary your supervisor?" Vanessa feels defensive and misunderstood. Later that day, Vanessa decides to go to another therapist at the agency to ask his opinion of the situation. He tells her not to be concerned about it and that sometimes others "worry too much about everything." During her next supervision session, Vanessa chooses not to mention either conversation to Mr. Gary.

9

## CASE STUDY 1: VANESSA

- 1. What are the ethical concerns and dilemmas of this case?
- 2. How would you manage this case and the ethical concerns?
- 3. How would you use the previously described principles?

10

## ETHICAL DECISION-MAKING MODEL

### **\*\*Identify the Problem\*\***

1. Get Information And Be Objective!!!
2. Draw Out The Facts!!! (No Assumptions or Suspicions)
  3. Question!!! What Kind Of An Issue?
  4. What Is The Issue Truly Specific To?  
(Legal, Clinical, Technical, Agency, Records, Staff)
5. Be Advised, Issues And their Complexity!!!

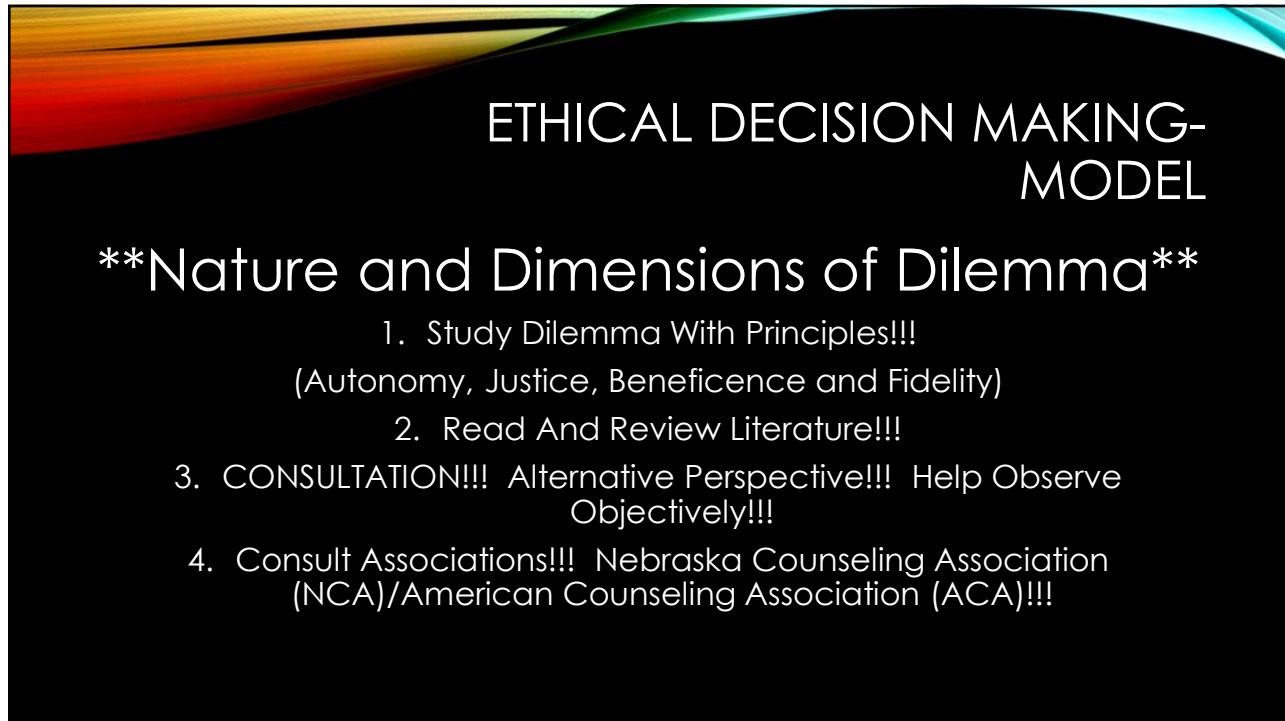
11

## ETHICAL DECISION-MAKING MODEL

### **\*\*Apply Applicable Code of Ethics\*\***

1. American Counseling Association (ACA)!!!
2. Refer To Other State Or Codes!!!
3. Consider All Aspects, Multicultural And Technology!!!
4. Follow Code Of Ethics Should Produce Resolution!!!
5. Must Read And Review Ethical Codes!!!
6. If Complicated Ethical Issue, Move Further In Decision Model To  
Resolve!!!

12



ETHICAL DECISION MAKING-  
MODEL

**\*\*Nature and Dimensions of Dilemma\*\***

1. Study Dilemma With Principles!!!  
(Autonomy, Justice, Beneficence and Fidelity)
2. Read And Review Literature!!!
3. CONSULTATION!!! Alternative Perspective!!! Help Observe Objectively!!!
4. Consult Associations!!! Nebraska Counseling Association (NCA)/American Counseling Association (ACA)!!!

13



ETHICAL DECISION-MAKING  
MODEL

**\*\*Develop Avenues of Action\*\***

1. BRAINSTORM Avenues Of Action!!! CREATIVITY!!!
2. Develop Many Possible Solutions!!!
3. CONSULT!!! Reach Out To Trusted Colleagues and Professionals!!!  
They Must Also Use Ethics!!!

14

## ETHICAL DECISION-MAKING MODEL

### **\*\*Evaluate Ramifications of Options\*\***

1. Ensure Chosen Course/No New Ethical Concerns!!!
2. Use Three Tests:
  - A. Justice: Are We Treating Fairly?
  - B. Publicity: Do We Want Our Actions In The Press?
  - C. Universality: Would We Recommend Our Choice Of Decision?
3. If Selected Decision Produces New Concerns/Beginning!!!
4. If Tests Are Passed, Satisfied with Decision, Implementation!!!

15

## ETHICAL DECISION-MAKING MODEL

### **\*\*Implementation\*\***

1. RESOLVE: Appropriate Action May Be Difficult!!!
2. Follow-Up, Ensure Outcomes Were Desired Outcomes!!!

16



## CASE STUDY: TIMOTHY

Timothy is a 14 year old male who recently moved in with his maternal grandmother due to behavioral and relationship issues with his biological mother. Timothy has a history of emotional management and mood issues. Timothy became aggressive with his grand mother, the police were called and he was detained in a juvenile detention center. Due to telehealth, you were still capable of working with him while he was detained. During one of your conversations, Timothy told you that his grandmother's boyfriend has made aggressive and threatening statements toward him due to his outward behavior in the home environment. Timothy has a history of making and fabricating allegations and can be highly manipulative.

17

## CASE STUDY: TIMOTHY

- 1.How Do You Apply The Ethical Decision-Making Model?
- 2.What Course Of Action Did You Choose To Take To Manage This Situation?

18

## ACTING ETHICALLY

- 1) How Many Correct Answers Are There?  
COMPLEXITY!!!
- 2) Document!!! Document!!! Document!!!
- 3) Personal and Professional Honesty!!!
- 4) What Is Best For The Client!!!
- 5) No Ill Intent Or Prospective Gain!!!
- 6) Best Judgment Based On State Of Profession!!!

19

## SPECIAL THANKS!!!

Kate Speck, PhD, MAC, LADC  
University of Nebraska-Lincoln  
Public Policy Center

National Board of Certified Counselors (NBCC) Code of Ethics

American Counseling Association (ACA)  
Code of Ethics

Practitioner's Guide to Ethical Decisional Making (ACA)

20

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