

Values and Ethics in Child Welfare Practice: The Foundation of Decision Making

California Common Core
December 31, 2018



Overview of the Day

- Welcome and Review of the Agenda
- Learning Objectives
- Overview of materials
 - Ethical Codes Relating to Clients
 - Ethical Codes Relating to Colleagues
 - Case scenarios

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Group Agreements



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Values v. Ethics

Defined

Values pertain to 'beliefs' and 'attitudes' that provide direction to everyday living, whereas

Ethics pertain to the beliefs we hold about what constitutes right conduct



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Schools of Ethical Behavior

Utilitarianism: Ethical behavior requires a calculation by weighing the interests of the relevant parties and deciding which outcome benefits most.

Deontological: Ethical behavior is about identifying the right rule and following it.

Virtue Ethics: Ethical Behavior is a reflection of a person's set of values, which we call "character".



It is better to be a human dissatisfied than a pig satisfied; better to be Socrates dissatisfied than a fool satisfied. And if the fool, or the pig, are of a different opinion, it is because they only know their own side of the question. The other party to the comparison knows both sides.

(John Stuart Mill)

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Core Social Work Values

- Service
- Social Justice
- Respect for persons
- Protection of children and preservation of families
- Integrity
- Client self determination



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How do values translate into right conduct or decision making?

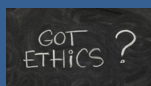
Professions have adopted ethical standards and codes of conduct with common frameworks to guide the use of discretion.

- Medicine
- Law
- Psychology
- Social work

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What are Professional Ethics?

Professional ethics are codes of conduct developed within a professional field of work and developed by the professional organizations.



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Sources of Social Work Ethics

There are three Ethics Codes that we will be reviewing and using today during this class:

- NASW Code of Ethics: Values, Principles, and Standards
- NASW Standards for Social Work Practice in Child Welfare (NASWCW)
- Standards and Values for Public Child Welfare Practice in California (CASV)

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NASW – Purpose & Application

- Use of language in NASW
- What does “client” mean?
- Therapeutic relationship vs. public child welfare
- Role of the supervisor
- Liability and governmental immunity

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Ethics: Responsibilities to Children and Families

NASW 1.01

Commitment to Clients

NASW 1.02

Self Determination



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Ethics: Informed Consent, Privacy, and Confidentiality

NASW 1.03

SW should provide services only upon valid informed consent; capacity must be determined; scope of consent must be explained.

NASW 1.07

Clients' right to privacy must be respected.

Confidentiality of information applies regardless of format.

Transmission of private information must be protected.

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Ethics: Communication and Making Good Decisions

NASW 1.05

Cultural Awareness & Social Diversity

Narrative: SW should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.

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Ethics: Conflicts of Interest

NASW 1.06

Conflicts of Interest and Dual Relationships

NASW 1.09

Sexual Relationships

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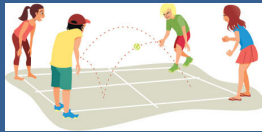
How does *bias* fit in with values or ethics?

- Is *bias* the same as a value or sincerely held belief?
- Does *bias* affect everyday decisions?
- Do I recognize *bias* in my personal life?
- Do I recognize *bias* in my professional life? School?
- Do I have biases?

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Four Groups

- **Group 1**
 - Commitment to Clients
 - Self-Determination
- **Group 2**
 - Informed Consent
 - Privacy and Confidentiality
- **Group 3**
 - Cultural Awareness and Social Diversity
 - Termination of Services
- **Group 4**
 - Conflicts of Interest and Dual Relationships
 - Sexual Relationships



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Group Report Outs

- Which standards did you research?
- How is each standard beneficial to social workers?
- How is each standard beneficial to clients?
- Provide an example of how the standards are demonstrated in practice.

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Ethics as they Apply to Colleagues

NASW 2.01 Respect
 NASW 2.02 Confidentiality
 NASW 2.03 Interdisciplinary Collaboration
 NASW 2.04 Disputes Involving Colleagues
 NASW 2.05 Consultation
 NASW 1.16 Referral for Services

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Ethical Challenges with Colleagues

NASW 2.08
 Impairment of Colleagues

NASW 2.09
 Incompetence of Colleagues

NASW 2.10
 Unethical Conduct of Colleagues

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What about Conflicts with my Supervisor or Coworkers?

- Role of the supervisor
- Role of the program manager
- Supporting my colleagues
- Duty to the public at large
- Duty to maintain the standards and ethics of the profession

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Whistleblowing

What does this mean and how does it apply in child welfare systems?
Where are the ethical 'bright lights' in child welfare?
(See NASW 1.07(a), 2.09, 2.10, 2.11)

Child Welfare HOTLINE

SW can report concerns regarding a county child welfare agency practices, policies or procedures that endanger the health, safety or wellbeing of children.

Welfare and Institutions Code 10605.5(a) (1)

TOLL FREE 1-844-796-6283

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Case Scenarios Exercise

- **Individually** review the Case Scenario assigned to your group
- **As a group:**
 - Use the Trainee's Guide to identify the codes within the NASW Code of Ethics that apply to this scenario.
 - Identify any standards that you find are in conflict with one another in the context of this case.
- Be prepared to provide a group response to the questions in a brief presentation to the class.

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Case Scenario 1

Melinda

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Case Scenario 2

Sandra

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Case Scenario 3

Joe

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Case Scenario 4

Johnny

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Large Group Scenario

Juan

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Thanks for attending!

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