

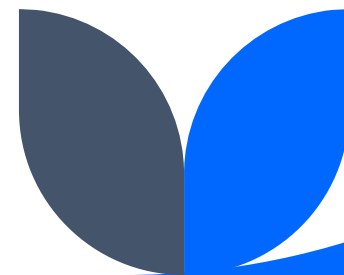


Ethics and the “Now Normal”

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What is this “now normal”
that we speak of?



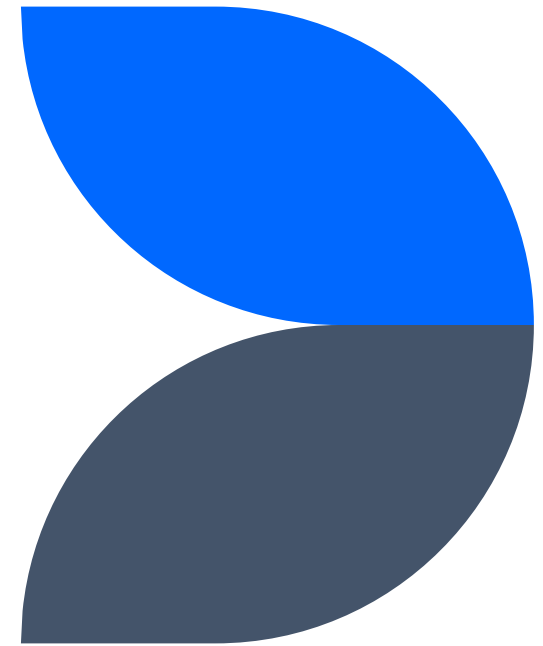


In a moment, everything can
change and in a moment,
you can change everything.

Daniel Wallace

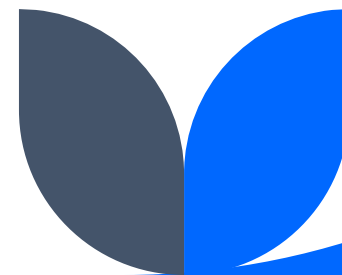
CRCC Code of Professional Ethics for Rehabilitation Counselors

CRCC COMMISSION ON
REHABILITATION COUNSELOR
CERTIFICATION
(crccertification.com)



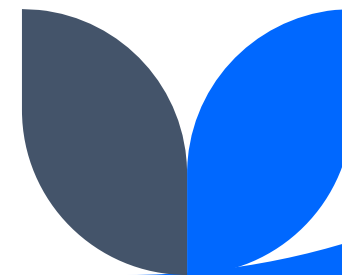
Some Highlights...

- Respecting human rights and **dignity** of all people
- Ensuring the **integrity** of all professional relationships
- Acting to alleviate personal distress and suffering
- Promoting empowerment through self-advocacy and self-determination
- Emphasizing **strengths** versus deficits
- Serving individuals **holistically**



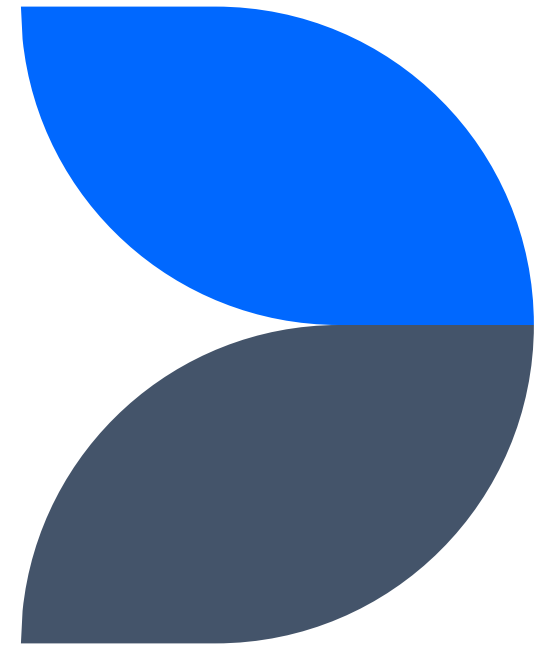
CRCC Six Principles of Ethical Behavior

- ❖ **Autonomy**
- ❖ **Beneficence**
- ❖ **Fidelity**
- ❖ **Justice**
- ❖ **Nonmaleficence**
- ❖ **Veracity**



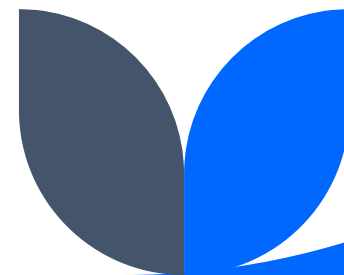
APSE Ethical Guidelines for Professionals in Supported Employment

www.apse.org



APSE Ethics...As Demonstrated by...

- What's getting in the way?
- What actions could you take as a professional to promote this principle?
- What potential **dilemmas** could arise?



Navigating Dilemmas

1. Identify the problem(s)
2. Identify the potential issue(s)
3. Review the codes and determine which principle is involved
4. Review laws, regulations and your organization's policies that might impact your decision
5. Consult, consult, consult!
6. What are the possible courses of actions to take?
7. What would be the outcomes of those actions?
8. What is the best course of action to take? What are your next steps?



“

Do the best you can until you
know better. Then when you know
better, do better.

Maya Angelou

”

Infusing Ethics into Our Daily Work

- Carve out time in staff meetings
- Identify your *ethics mentors*
- Practice the “as demonstrated by...” concept
- Capture the moments

Thank you

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