



PeachTree Professional Education, Inc.

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MAIL: 15560 N. Frank L. Wright Blvd, #B4-118, Scottsdale AZ 85260



DIRECTIONS TO COMPLETE THIS COURSE:

Step One: Please use the above address and telephone numbers for ALL correspondence with our office. Our old address may still be on some of the handout pages, and mailing to the wrong address will delay your certificates.

Step Two: Please review the materials in this document (print, or scroll down to read).

On the following pages you should find an **Outline**, an **Evaluation of Learning Quiz** form, and a **Grade This Course** form, as well as the **Course Content** itself. Many courses will require that you also listen to an Audio lecture or watch a Video lecture, which you will access on our website in the same place where you obtained this document. Some courses may require that you read sections from the DSM-IV or your Professional Code of Ethics – and in such cases you must provide your own DSM and find your own Code.

Step Three: After you have reviewed all of the course content, you will **complete** and turn in the “Evaluation of Learning Quiz” form, the “Grade This Course” page and any requested assignments—either **Online or by Mail or Fax**—along with your payment. If you wish to do the Quiz and Pay Online, you will find the access link at the same place on our website where you obtained this document.

Step Four: If you complete the Evaluation Quiz Online, you will instantly receive your CEU Certificate. If you choose to Fax or Mail your Quiz and Payment to us, the same business day we receive it you will be sent a **CEU Certificate** by fax or email, as you indicate on the form. Certificates reflect the approved continuing education hours for the course and our state and national board provider approval numbers.

Step Five: Complete the license renewal process with your state board as usual, indicating the hours you have completed via independent home study.

>> CEU Credit Approvals: Our courses have been approved by NBCC # 5701, NAADAC #205, and various state regulatory boards. A complete listing by state and board can be found on our website at:

www.fastceus.com/approvals.php

You are responsible for making sure that the courses you take meet your specific re-licensure needs. If you have questions about your re-licensure requirements or CE credit acceptance, please contact your state board directly—before you complete the course.

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Your instructor is Richard K. Nongard, LMFT/CCH

QUESTIONS? Call: (800) 390-9536 or E-Mail: info@fastceus.com

DO NOT SEND US CERTIFIED MAIL or MAIL REQUIRING A SIGNATURE!

(Doing so may DELAY the processing of your materials by up to a week.)

ONLY Send Mail To The Address at the Top Of This Page.



FastCEUs.com

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“Professional Ethics #1 ~ A General Overview”

3 Continuing Education Clock / Credit Hours

Instructor: Richard K. Nongard, LMFT/CCH

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written consent of the author.

Purpose of this Course:

The purpose of this continuing education course is to provide mental health counselors with practical guidelines for ethical practice.

Most professionals are required to participate in an annual ethics class. This workshop contains both audio lecture and written components and will address many of the issues faced by professionals in clinical practice. These material are guidelines only however, and should be viewed within the context of any legal or regulatory changes. Any ethical decision made in clinical practice should always be made in conjunction with clinical supervisors or other professional peers close to the presenting situation. In the audio lecture, Mr. Nongard has tried to pass along to you ideas that have been helpful to him in avoiding liability and in providing quality care to mental health clients. You should enjoy his presentation and hopefully find solutions from his observations and experiences that can be of value to you.

Course Objectives:

At the conclusion of this course, the professional will be able to:

- 1) Discuss core components of good therapy practice which serve to facilitate providing ethical care.
- 2) Explain the common principles of codes of professional ethics.
- 3) Understand that it is unethical to have sexual relations with any current or past client, ever.

Course Outline:

10 Minutes: Course organization and introduction

90 Minutes: Audio lecture

40 Minutes: Reading and synthesis of Professional Codes of Ethics

30 Minutes: Completion of required Evaluation of Learning

10 Minutes: Documentation and preparation

=====

180 Minutes (3 Hours)

If you ever have any questions concerning this course, please do not hesitate to contact **PeachTree** at **(800) 390-9536**.

COURSE NOTES:

“Professional Ethics: General Overview”

PeachTree Professional Education, Inc.

INSTRUCTOR: Richard K. Nongard, LMFT/CCH

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Introduction:

Professional Ethics is a class that most professionals are required to complete, and also the class most dread to take. It often seems that listening to presenters repeating the rules each year is unnecessary, and many ethics courses fail to address current trends and controversies in professional practice. Although this course does contain “The Rules” in the form of professional association ethical guidelines, the purpose behind this course is to find solutions to today’s problems in the context of our professional foundations.

Listen to the audio lecture which focuses on the elements of good therapy, as well as Mr. Nongard’s summary of current issues for professional discussion. As you listen, think of the ethical issues facing your community or organization and make a mental list of the ethical issues that you face on a daily basis.

‘GOOD THERAPY’ IS THE HEART OF PROFESSIONAL ETHICS

Think about this section title for a minute. “Good therapy is the heart of professional ethics”. That just really makes sense, doesn’t it? Professional ethics is all about treating others as they should be treated. Like the Golden Rule.

If in your practice you are:

- * providing the best care and treatment possible, within your scope of expertise and licensure;
- * seeking professional supervision or referral when necessary;
- * seeking continuing education classes with new ideas and things to consider;
- * not taking unfair advantage of individuals or situations;
- * not committing any illegal or fraudulent acts;
- * respecting people’s privacy;
- * reporting certain events as necessary to proper authorities;
- * charging consistent, reasonable and allowable fees;
- * keeping appropriate and accurate records;
- * and discharging patients at appropriate times with appropriate aftercare plans in place...
then aren’t you in essence simply providing ethical and ‘Good Therapy’?

Most all of the time, if something is illegal, it is then also unethical. There are at times, however, some situations where something might appear to perhaps be unethical, but not illegal. What do you do then? *Practice Good Therapy.*

Consider the whole situation at hand.

- ⇒ Is the situation truly good for the client, in both the short and long run?
- ⇒ Would the client agree?
- ⇒ Would the client sue?
- ⇒ And would they win?

- ⇒ Would the licensing board consider it good for your career if they knew?
- ⇒ Would it be good for yourself and/or the organization you work for if it showed up on the front page of the newspaper?

If the answer to any of these questions is negative, then the situation is likely unethical and should be resolved as quickly as possible in the most ethical of ways.

If you cannot sort out the answers to a satisfactory level on your own, what should you do? *Practice Good Therapy.*

- ⇒ Seek supervision - that is why there are levels of management and peer supervision groups.
- ⇒ Seek legal council - that is why you pay liability insurance, and they will be happy to research, evaluate and answer your questions to keep you all out of court.
- ⇒ Seek the advice and guidance of your professional licensing board - that is why they exist.

If all else fails, and you are convinced that a situation is unethical, but you personally are not able to somehow make things right again, what should you do? *Practice Good Therapy.*

- ⇒ Vote with your feet - life is too short to be caught up in someone else's unethical mess. Working for minimum wage is better than ending up without a license or in jail.
- ⇒ Discharge and refer the client - perhaps someone else can better solve the problems at hand.

WHAT THE BOARDS WANT ME TO TELL YOU:

Do **NOT** have sex with your clients.

WHAT EVERY OTHER ETHICS WORKSHOP WILL TELL YOU:

- * Dual Relationships: Don't sponsor your patients and don't BBQ with them.
- * Confidentiality: Don't provide unnecessary information to others about your clients.
- * Duty to Warn: You can get sued for ANYTHING (Tarasoff), and it doesn't apply to AIDS.
- * Reporting Abuse: Yes, you must report even if it is difficult or uncomfortable.
- * Billing: The rules of confidentiality may be different, and be honest.



WARNING: Bad Therapy Can Be Hazardous to Your Mental Health! Protect Yourself!

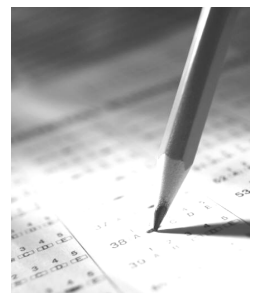
Visit <http://www.StopBadTherapy.com> today.

Characteristics of Good Therapy:

- There is no evidence that intensifying anger is good for mental health.
- Good therapy focuses on the present and future, rather than dwelling on the past.
- Good therapy helps a person unlock their strengths to face the challenges of life.
- Good therapy mobilizes friends and family relationships as sources of strength to draw upon.
- Good therapy teaches people to take personal responsibility for their life, their choices, and their future rather than blaming their problems on others and their past.

Questions to ask yourself today:

- What is the scientific basis for the claims that are being made?
- Have these therapy techniques been tested for safety and effectiveness? What are their known risks? What are the alternatives? How can suggestion influence memories? Do providers provide this information during treatment and have they received your informed consent?





THE THREE MOST COMMON AND COSTLY THERAPEUTIC ERRORS:

1.) Failure to recognize our power

2.) Failure to recognize our limitations

3.) Failure to respect our patients

What do you think differentiates the good therapist from the bad?

What issues in the area of ethics do we fail to address as a profession?



Ethics Committee of the American School Counselor Association

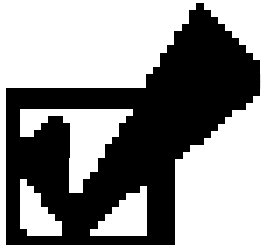
Ethical Decision Making Model

This model is based on five basic moral principles: autonomy, beneficence, nonmaleficence, justness (fairness), and fidelity.

- * Autonomy – promotion of self-determination
- * Beneficence – promoting good for others
- * Nonmaleficence – avoid doing harm
- * Justness – provide equal treatment to all people
- * Fidelity – keeping our promises

8 Steps in Making Ethical Decisions:

- 1.) Identify the problem or dilemma
 - * gather as much information as possible
 - * is conflict ethical, legal, or moral or a combination
- 2.) Identify competing moral principles
 - * evaluate the rights responsibilities, and welfare of all those affected by the situations
- 3.) Review the relevant ethical Guidelines
 - * are your own values and/or ethics in conflict with the relevant guidelines
- 4.) Obtain consultation
 - * consult with a colleague
- 5.) Consider possible & probable courses of action
 - * brainstorm
- 6.) Consider the consequences of various decisions
 - * ponder the implications of each course of action
 - * use the four fundamental principles
- 7.) Decide on what appears to be the best course of action
 - * after deciding, try not to second-guess
- 8.) Implement your decision!



The Stuff You Already Know....

Loosely Adapted from NBCC code of ethics, Section A: General

Professional growth is a professional obligation.

Our responsibility is to the clients we serve. If constrained by institutional policy we are required to try to change it from within or “vote with our feet”.

We are required to uphold professional standards among our peers.

We do not imply qualifications beyond those possessed.

Generating private-paying clients within institutional work is high-risk. Clients referred to oneself **MUST** be appraised of other options.

The financial status and locality of clients must be considered in establishing fees.

We only seek positions and offer services for which we are qualified.

We recognize limitations in training and technique, and seek continuing education to further skills and assure competent services.

We are aware of the intimacy inherent in counseling and respect clients by meeting our own needs elsewhere.

Just say no to sexual harassment of clients (or others), and sex is **NEVER OK** with anyone who currently is or ever has been a client.

Counselors are aware of individual and cultural differences of clients.

The counselor is responsible for their own behavior.

Counselors have a social responsibility to ensure the proper use of power and influence.

Cautions In Assessment and the Use of the DSM-IV



- * Cultural Bias
- * Pathological Approach
- * Expanding "Bell Curve"

- * Biogenic Focus
- * Reliability
- * Inclusion of broad categories
- * Behavioral focus
- * Use by non-clinicians in defining clients

Richard's Top 6 List



- * Managed Care creates hostages
- * Narcissism and values
- * Quackery and biases

- * Addictions for all
- * Online therapy
- * Credentialing and integrity

Why Professionals become QUACKS.....



- * Boredom
- * Paranormal tendencies
- * Low Professional self-esteem
- * Personal crisis

- * Poor supervision and accountability
- * Religious biases
- * Profit

As part of this course, you are required to read your respective professional association's Code of Ethics.

Most professionals will find a copy of the Code in the initial or annual membership information packets.

For professionals who are licensed but not dues paying members of any professional association, please know that each professional association's website has their Code of Ethics published on the Internet, available for all to read.

From a liability perspective, it is important to note that whether we are a dues paying member or not of our respective professional association, **in civil court we will be held to our professional association's ethical standards.**

For example, if you are a Marriage and Family Therapist licensed by the state but not a member of the AAMFT, you will still be held to the ethical standards of the AAMFT for the services that you provide. If you are a Psychologist and not a dues paying member of the American Psychological Association, in civil court you will still be held to the ethical standards of the APA's Code of Ethics.

When we face ethical dilemmas in our clinical practice, the answers to those dilemmas are often found in the basic principles of professional ethics provided by our professional associations.

The Codes of Ethics Internet web-links listed below are provided for your convenience, if you don't have the Ethics Code handy.

Choose and use the address for the association that corresponds to your professional licensure, and read their Code of Ethics. For most professions, the Code reading will be approximately 10-20 pages.

Sometimes the Boards will move or change their links. If this happens, you can find the new link to your Code by using an Internet Search Engine, like **www.google.com**.

NAADAC - National Association of Alcohol and Drug Abuse Counselors

<http://naadac.org/documents/display.php?DocumentID=11>

NBCC - National Board of Certified Counselors

<http://www.nbcc.org/ethics/NBCCethics.htm>

APA - American Psychological Association

<http://www.apa.org/ethics/>

ACA - American Counseling Association

http://www.counseling.org/site/PageServer?pagename=resources_ethics#ce

AAMFT - American Association of Marriage and Family Therapists

<http://www.aamft.org/resources/LRMPlan/Ethics/ethicscode2001.asp>

NASW - National Association of Social Workers

<https://www.socialworkers.org/pubs/code/code.asp>

>>> TO RECEIVE CEU CREDIT – COMPLETE AND SUBMIT THE INFO ON THE FOLLOWING PAGES either Online or by Fax or Mail →

We Have What You Need

APPROVED

FastCEUs.com

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EVALUATION OF LEARNING QUIZ PAGE 1 of 2

PRINT and FAX or MAIL THIS PAGE AND THE ANSWERS PAGE TO OUR OFFICE
******* OR *******

>>> You may complete and submit this Evaluation and your payment Online by following the 'Quiz & Pay' link for this course on our website at www.FastCEUs.com.

PLEASE NEATLY PRINT THE FOLLOWING INFORMATION:

NAME as you want it on your CEU Certificate: _____

Professional cert/license type with numbers: _____

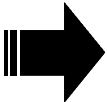
ADDRESS to keep in our board records: Street: _____

City: _____

State: _____ Zip: _____

DAYTIME TELEPHONE Number: (_____) _____

NEATLY Print YOUR FAX Number OR EMAIL Address to receive your CEU Certificate – Certificates will NOT be mailed:



(_____) _____

(If you FAX us your Evaluations do NOT also mail them. Please WRITE NEATLY !!)

CREDIT CARD and BILLING INFORMATION:

(Certificates will not be provided until payment is received by our office.)

"Professional Ethics #1 : General Overview"

This 3 Hour CEU Course is \$49.00

Please make checks out to PeachTree Professional Education and mail to the address above.

Circle: MC Visa Discover Amex Check Enclosed

Credit Card Number: _____

Credit Card Expiration Date: _____ 3-4 Digit Code: _____

Signature: _____

EVALUATION OF LEARNING QUIZ — page 2 of 2

Course Title: “Professional Ethics #1”

3 Hours of Approved Continuing Education Credit

The purpose of the following Evaluation of Learning questions is to:

- A.) Verify that you have read and/or listened to the required course materials,
- B.) Demonstrate an understanding of the practical application of the course materials,
- C.) Officially document your participation and completion of this course.

CIRCLE THE ANSWER TO THE FOLLOWING 20 TRUE/FALSE EVALUATION OF LEARNING QUESTIONS

- T F 1.) I have read the required course notes that accompany this class.
- T F 2.) I have read my profession’s Code of Ethics as directed in this course.
- T F 3.) I have listened to the entire audio lecture presentation for this course.
- T F 4.) The hallmarks of good therapy are the heart of professional ethics.
- T F 5.) The issues regarding confidentiality never change over time.
- T F 6.) There is no obligation to report abuse of the elderly.
- T F 7.) Therapists usually get into the field for the big money that can be earned as a therapist.
- T F 8.) Voting with your nose is key to maintaining professional ethics.
- T F 9.) The clinician should be the only person a client trusts.
- T F 10.) Termination begins in the first session by fostering client independence.
- T F 11.) Failing to recognize limitations of training or techniques can lead to bad therapy.
- T F 12.) A therapist is a paid temporary professional in the client’s life.
- T F 13.) Self-disclosure can be healthy, but care should be exercised to avoid meeting our own needs at the client’s expense.
- T F 14.) Paranormal tendencies, when brought into therapy, can open the doorway to liability.
- T F 15.) It is unethical to fund a non-profit addiction treatment program with money from bingo gambling.
- T F 16.) Legal questions should be answered by an attorney.
- T F 17.) Professional growth is a professional obligation.
- T F 18.) We are required to uphold professional standards among our peers.
- T F 19.) We seek only positions and offer services we are qualified to offer.
- T F 20.) The counselor is responsible for their own behavior.



Richard K. Nongard, Executive Director
PO BOX 121 ANDOVER, KS 67002

"Blue Sheet"
Grade This
Class!

Please complete this short course evaluation.

Please mail or fax this page to us along with your completed course documentation.

DATE: _____ Homestudy Course Title: _____

On a scale of 1-5 (5 being "highest" and 1 being "lowest") please answer the following questions:

LOW -----> HIGH

- | | | | | | |
|--|---|---|---|---|---|
| 1) The instructor appeared knowledgeable of the materials: | 1 | 2 | 3 | 4 | 5 |
| 2) The course objectives for this class were met: | 1 | 2 | 3 | 4 | 5 |
| 3) Appropriate teaching methods were utilized: | 1 | 2 | 3 | 4 | 5 |
| 4) The handout materials were useful: | 1 | 2 | 3 | 4 | 5 |
| 5) Sound / Video quality was acceptable: | 1 | 2 | 3 | 4 | 5 |
| 6) How much of this material was new to you: | 1 | 2 | 3 | 4 | 5 |
| 7) The overall quality of this course was: | 1 | 2 | 3 | 4 | 5 |
| 8) Please feel free to make any additional comments below: | | | | | |

Thank you for your participation! Please sign here if you give permission for your comments to be used on our website or other advertising materials.

 Name or Initials

 City, State