From Philosophy to Practice: Ethics and Employment Services

Jeffrey Dulko, PhD, CRC and Wendy Quarles

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K. Lisa Yang and Hock E. Tan 
Institute on Employment and Disability
Introduction
Objectives

• Increase the understanding of how values and caring impact our ethical approach to supported employment

• Become familiar with the CRCC Ethics Code values and principles, APSE Ethical Guidelines, and the OPWDD Code of Ethics for DSPs.

• Highlight and develop strategies to address ethical issues facing supported employment programs and agencies today.
Why are Ethics Important?

• Respect and professionalism
  • Job seekers, employers, other professionals, community

• Values consensus

• Defines the nature of the work we do

• Reduces negative community evaluation

• A model for our goals/aspirations

• Protection in litigation
Where Do Ethics Come From?

Values - Worldview

Life Experiences
What are the sources of your values?

- Family
- Friends
- Region of the country
- Fellow Workers
- Employer
- Profession
- Religious beliefs
- Society at large
- The law
- Conscience
What Does it Mean to Care for the People We Serve?

• Four elements of caring:

  1. Attentiveness to the needs of the person
  2. Responsibility to provide the care that’s needed
  3. Competence in accepted practices
  4. Person’s responsiveness to care

- Tronto (1993)
Values Influencing the CRC Ethical Principles

2010 Ethics Code

• Respecting human rights and dignity
• Ensuring the integrity of all professional relationships
• Acting to alleviate personal distress and suffering
• Enhancing the quality of professional knowledge and its application to increase professional and personal effectiveness
• Appreciating the diversity of human experience and culture
• Advocating for the fair and adequate provision of services.

2017 Ethics Code added

• Promoting empowerment through self-advocacy and self-determination
• Emphasizing client strengths versus deficits
• Serving individuals holistically
Ethical Principles & Guidelines
CRC Ethical Principles

- Autonomy
- Beneficence
- Fidelity
- Justice
- Nonmaleficence
- Veracity
APSE Ethical Guidelines

• Individuality
• Choice
• Respect
• Participation
• Competence
• Social inclusion
Advocacy

Support individuals to speak for themselves in all matters where my assistance is needed.

Justice, fairness and equity

Help the individuals I support understand and express their rights and responsibilities.

Promoting Physical and Emotional Well-being

Assist the people I support to prevent illness, avoid unnecessary risk, and understand their options and possible consequences that relate to their physical health, safety, and emotional well-being.
Ethical Concerns
Think of situations that you have encountered that demonstrate care, support and friendliness going to far
Person-Centered Supports

Recognize that each person is capable of directing their own life.

Promoting Physical and Emotional Well-Being

Challenge other support team members, such as doctors, nurses, therapists, coworkers, and family members, to recognize and support the rights of people to make informed decisions even when these decisions involve personal risk.

Self-Determination

Honor a person’s right to assume risk in an informed manner. Celebrate, accept and learn from life’s rich experiences with people through triumphs and failures.
What does “dignity of risk” look like today? Are there new challenges?

How does ethical caring and risk become communicated to the person? Family? Employer?
Practice Scenarios
Dual relationships

New in CRC Code 2017

• Professionals should not “friend” the people they work with within social media.

• Personal and professional online identities are okay, but “clients” should not be friended in either case.
Recommendations
Recommendations for Ethical Practice

• Remind yourself that the person comes first and what they want for their own lives
• Get a working knowledge of an ethical decision making model
• Ask ethical questions; use the Columbo approach. Who’s needs are being met?
• Highlight staff gaps in training
• Persistence
• Hold scheduled supervision
• Consult, consult, consult

• Commission on Rehabilitation Counseling Certification (CRCC; 2010). *Code of Professional Ethics for Rehabilitation Counselors*. Schaumburg, IL.


Contact Us!

NYS CASE
K. Lisa Yang and Hock E. Tan
Institute on Employment and Disability
Cornell University
201 Dolgen Hall, Ithaca NY 14853
607.255.4349
nyscase@cornell.edu
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Institute on Employment and Disability

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