

ORGANIZATIONAL ETHICS AUDIT TOOL

Instructions: Rate your organization on a scale of 1-5 for each statement:

- 1 = Major concerns/serious problems
- 2 = Significant issues/inconsistent practice
- 3 = Meets minimum standards
- 4 = Strong practice/above average
- 5 = Exemplary/best practice

Domain #1: Mission Alignment

- 1) Our daily operations reflect our stated mission and values 1 2 3 4 5
- 2) Staff can articulate the organization's mission from memory 1 2 3 4 5
- 3) Resource allocation decisions explicitly reference our mission 1 2 3 4 5
- 4) We decline opportunities that don't align with our mission, even if profitable 1 2 3 4 5

Domain 1 Total: _____ / 20

Domain #2: Financial Integrity

- 5) Our billing practices are transparent and honest 1 2 3 4 5
- 6) We have appropriate checks and balances on financial decisions 1 2 3 4 5
- 7) Executive compensation is reasonable and publicly disclosed 1 2 3 4 5
- 8) We invest adequately in staff development and clinical supervision 1 2 3 4 5
- 9) Financial pressures do not drive inappropriate clinical decisions 1 2 3 4 5

Domain 2 Total: _____ / 25

Domain #3: Client-Centered Care

- 10) Clients are treated with dignity regardless of payment source 1 2 3 4 5
- 11) We provide truly informed consent, not just signatures on forms 1 2 3 4 5
- 12) Treatment planning is individualized, not cookie-cutter 1 2 3 4 5
- 13) Clients have meaningful voice in their treatment decisions 1 2 3 4 5
- 14) We support client autonomy and self-determination 1 2 3 4 5

Domain 3 Total: _____ / 25

Domain #4: Workforce Ethics

- 15) Staff are compensated fairly and equitably 1 2 3 4 5
- 16) Workloads are reasonable and sustainable 1 2 3 4 5
- 17) Clinical supervision is robust and regular 1 2 3 4 5
- 18) Staff feel safe raising ethical concerns 1 2 3 4 5
- 19) Leadership responds constructively to staff feedback 1 2 3 4 5
- 20) Policies support staff's ability to follow their professional ethics codes 1 2 3 4 5

Domain 4 Total: _____ / 30

Domain #5: Transparency and Accountability

- 21) We acknowledge mistakes openly and learn from them 1 2 3 4 5
- 22) Ethics concerns are investigated thoroughly and fairly 1 2 3 4 5
- 23) There are consequences for ethics violations at all levels 1 2 3 4 5
- 24) We communicate honestly with stakeholders about challenges 1 2 3 4 5
- 25) Data and outcomes are reported accurately 1 2 3 4 5

Domain 5 Total: _____ / 25

Domain #6: Regulatory Compliance

- 26) We meet or exceed all licensing requirements 1 2 3 4 5
- 27) Staff credentials and supervision requirements are strictly followed 1 2 3 4 5
- 28) We maintain accurate, complete records 1 2 3 4 5
- 29) We cooperate fully with regulatory oversight 1 2 3 4 5
- 30) We view regulation as minimum standards, not targets 1 2 3 4 5

Domain 6 Total: _____ / 25

Scoring and Interpretation

Overall Total Score: _____ / 150

Domain-by-Domain Comparison:

Domain	My Score	Possible	Percentage
1) Mission Alignment		20	
2) Financial Integrity		25	
3) Client-Centered Care		25	
4) Workforce Ethics		30	
5) Transparency & Accountability		25	
6) Regulatory Compliance		25	

Interpretation Guide Overall Score:

- 120-150 (80-100%): Strong ethical culture with room for continuous improvement
- 90-119 (60-79%): Moderate ethical health with significant areas needing attention
- 60-89 (40-59%): Concerning ethical gaps requiring urgent action
- Below 60 (<40%): Serious ethical problems; consider external consultation or reporting

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Corey, G., Corey, M. S., & Corey, C. (2024). Issues and ethics in the helping professions (11th ed.). Cengage.

Standards for Excellence Institute. (2024). Standards for excellence: An ethics and accountability code for the nonprofit sector. Maryland Nonprofits. <https://standardsforexcellence.org/about-the-standards/standards-for-excellence-code/>

INDIVIDUAL ACTION PLANNING TEMPLATE

My Sphere of Influence: What aspects of organizational practice can I directly affect?

Most Pressing Ethical Concern: What issue in my organization needs attention first?

Barriers to Change: What obstacles will I face in addressing this?

Potential Allies: Who else shares this concern and could collaborate with me?

First Step (within 48 hours): What is one concrete action I will take this week?

30-Day Goal: What do I want to accomplish in the next month?

Support Needed: What resources, allies, or permissions do I need to succeed?

Plan B:

If organizational resistance is strong, what are my options? (Consider: external reporting, documentation for protection, job search, consultation with licensing board)