



An Interactive Panel Discussion with the Ethics Committee

PCB 2023 Conference

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Meet the Ethics Committee

- ☐ Marcelle Giovannetti, Chair
- ☐ Tom Baier
- ☐ Theresa Murphy
- ☐ Sandra Grottola
- ☐ Donald Altemus
- ☐ Katrin Fieser
- ☐ Margaret Eckles-Ray



What is an Ethics Violation?

- PCB has 5 separate Codes of Ethics. The definition of Ethics is universal for all Codes of Ethics.
- Ethics: A Standard of behavior by which certified professionals or applicants must abide.
- Collectively, these standards may be referred to as "A Code of Ethics" which may be described as a series of rules, regulations and values that have been established to regulate the behaviors and attitudes of people of a shared profession.

What is an Ethics Violation?

According to the PCB, the Code of Ethical Conduct exists for the protection of clients or peers.

1) The PCB is dedicated to the principle that individuals holding indicated Certifications must be held to the highest of ethical standards of ethical practice.

2) According to these Codes, there are either Rules of Conduct, Articles or Principles that outline these standards.

3) Rules of Conduct may be further defined as the minimum standards of conduct which all certified professionals are expected to honor.

Code Violation Examples

1) Unlawful/criminal conduct: To include citations, arrests or convictions for summary offense, misdemeanor or felony relating to an individual's ability to provide behavioral services or that reflects unbecoming a professional as determined by the PCB. Example: DUI,

2) Romantic/Sexual/Misconduct
Example: Dating a client, past or present.
Romantic electronic interactions

3) Fraud Related Conduct: Example: Billing for services that did not occur. Lying on applications or certification renewals. Example providing false documentation on attended training.

4) Dual Relationships/Exploitation of clients/peers. Example: Dual relationship with a client or family member such as sponsoring a client or family member in a 12 step program. or accepting gifts from a client.

5) Professional Standards. This would include violation of confidentiality, discrimination, cultural competency, adherence to scope of profession, exhibiting multicultural competence in services provided. Example: posting pictures or information on clients in peers in social media.

6) Safety and Welfare. Taking appropriate action when a client or peer is exhibiting clear and imminent danger that may impact the client/peer or other person(s). Example: Not reporting homicidal or suicidal behavior or intentions.

7) Record Keeping. Example: Knowingly falsifying or amending clinical records. Example: Providing false documentation on appointments and forging client signatures.

8) Cooperation with the Board. This would include cooperation with the PCB Board around disciplinary investigations or proceedings as well as not making false statements to the PCB Board. Example; Failure to respond to a complaint filed or submitting false testimony.

Who is accountable to the Ethics Code?



PCB CREDENTIALS THE
CERTIFIED PROFESSIONALS
AND NOT THE AGENCIES
WHERE CERTIFIED
PROFESSIONALS WORK .



1) CERTIFIED PROFESSIONALS
ARE REQUIRED TO KNOW
WHAT IS IN THE ETHICS CODE
FOR THE CERTIFICATION(S)
THEY HOLD.



2) CERTIFIED PROFESSIONALS
MUST ADHERE TO THE ETHICS
CODE OF THE
CERTIFICATION(S) THEY HOLD.



3) CERTIFIED PROFESSIONALS
ARE RESPONSIBLE FOR THEIR
BEHAVIOR. WHEN ASKED TO
PERFORM A TASK IN
VIOLATION OF THE CODE,
THEY MUST INFORM THE
AGENCY THAT THEY CANNOT
DO THAT TASK.

Filing an Ethics Complaint Against an Individual Credentialed by PCB

Requirements and Process

PART 1

- The basic demographics – Your name & Contact Information. *NOTE: PCB does not recognize complaints without an identified complainant.*
- The Name & Contact Information of the subject of your complaint (including the held certification, if known).





Part 2

- Describe in as specific detail as possible the facts, circumstances, situations, dates, and allegations concerning the complaint. Additional pages may be added if necessary. ***Do not include client identifying information in your description.***



Part 3

- Submit all relevant documents, as attachments, that will support the allegation(s) in your complaint. *Complaints submitted as hearsay and without appropriate evidence may be dismissed as unfounded.*
- Have you attached additional documentation to this form?
- If yes, does any of the documentation contain confidential information protected by HIPAA or other confidentiality law?
- If yes, have you attached a copy of a client consent release form or redacted confidential identifying information?

Part 4

- All complaints must be filed within four years from date the offense occurs. A certified professional is required to file a complaint within 90 days. To determine if you have registered a complaint in a timely manner, the following information is requested:
- On what date(s) did the action or complaint occur?
- When were you first aware of the matter about which you are complaining?



Part 5

- If you know of others who have first-hand knowledge of the alleged conduct, please provide the following information about them. Clients should not be listed unless including signed consents.
- Has the person against whom the complaint is being filed given you any explanation for such alleged conduct? If yes, please state all such explanations.
- How do you view the explanation(s) given to you?



Part 6

- Have you filed this complaint with any governing agency or organization? If yes, please list the name of the agency and date filed?
- Have you pursued resolution of your complaint through any internal grievance procedures of an institution or agency? If yes, what is the status of your complaint?

Part 7

Finally, we'll request your signature beneath the following statement:

- I understand that the person against whom the complaint is being filed will be informed of this formal complaint process, will be given a copy of the complaint and supporting evidence, and will be given the opportunity to submit rebuttal information and/or materials concerning the complaint.
- In filing an ethics complaint, the PCB Executive Director may, at their discretion, proceed with an investigation even if the complainant subsequently requests that the complaint be withdrawn.
- I have completed the PCB Complaint Form to the best of my knowledge and am willing to participate in a full investigation of all allegations noted in the complaint.

Ethical Dilemmas

Mary currently works at the local Drug and Alcohol Commission as a CRS. They are going to attend a 12-step fellowship meeting. On their way there they are stopping to pick up a newcomer who asked for a ride. When they pull up, the newcomer informs them that their neighbor wants to ride along. Mary looks up and sees that the neighbor is an individual that they started in Recovery Support Services this week.

What do they do?

Ethical Dilemmas

Bob is currently working as a Certified Recovery Specialist at the local RCO. He is married to an individual in recovery as well. They host an event at their home for their recovery friends and he notices that one of the individuals that is there is someone that attends the groups at his center.

What should Bob do?

Ethical Dilemmas

George goes out with some friends to get something to eat, and he is having a great time. He sits at the table and the server right away refers to him by name. Everyone of his friends wants to know how he knows her. She used to be one of his clients.

What should George do?

Ethical Dilemmas

Eric works at an RCO that does transport for individuals. There has been 3 times that he has found substances and paraphernalia in his vehicle post transport. There are no clear policy or procedure about how to handle this or the legal ramifications that could come about. He has asked about protective measures to be put in place and he has been ignored.

What should Eric do?

Ethical Dilemmas

Beth is a CPS and has been working with Kim, a participant for the last 6 months. Kim has been working on a goal to pay off her utility arrears so that she can move into permanent supportive housing. She has done well and now only owes the electric company \$220. Once she pays that, she will be able to get a lease in her name. She is excited about her progress and is grateful for the support she has received from Beth. One day while in the supermarket, Kim says to Beth, I really don't need any food as my freezer is already full and I have \$220 in food stamps. She asked Beth, if she would like to buy her stamps. She offered her \$220 in stamps for \$110. Beth told her that if she were to buy them, she would give her \$220 in cash for the \$220 in stamps. This way, she could pay off her electric and get her own place. Beth felt like this was a great idea because she would be helping her successfully complete her goal which she has been instructed to do by her supervisor as Kim's CPS.

Violation or not?

Ethical Dilemmas

Tiyonna is having a 40 th Sneaker Ball birthday party. Tim, John and Becky are all there. All were very surprised to see each other unsure of how they each know Tiyonna. Tim, is a participant of Broad Street Ministries where John is “his” CADC. Becky also works at Broad Street Ministries as a CPS but attended the affair as John’s guest. As the night grows, Tim sees John drinking and remembers John telling him in one of their sessions that he was in recovery himself. Tim finds this very disturbing but also happy to see him drinking. Later that evening, Tim himself gets a drink from the bar and Becky goes over to him and says, “You know you should not be drinking and tells the bartender to not serve him any more alcoholic beverages.” Tim says to Becky, “You should be telling that to John, who is also visibly impaired at that point. He’s in recovery, too.” As the night ends, John offers Tim a ride home, knowing that he really does not have the money to spend on transportation and he wanted to make sure that Tim got home safe. On Monday, Tim and Becky show up for work and Tim comes for his individual session. No one says anything about Saturday night.

Violation or not? Who, if anyone?

