

Ethical Analysis Part III

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Ethical Case Analysis Part III

Introduction

The importance of ethical codes is prevalent in today's world. It is important to learn ethical codes as it is the guide to decision-making, encourages accountability, and fosters a positive work environment. It sets the standard for what is to be expected in most companies and businesses. Ethical issues are important to the field of sport and performance since there may be an encounter in working closely with clients that may seek counseling. Therefore, it would be important to have established ethical knowledge to keep both the client and yourself protected. Ultimately, ethics guides us to make a world a better place throughout the choice we make.

Model Description

The Ethical Decision Making Model- Practitioner's Guide To Ethical Decision Making by Holly Forester-Miller, Ph.D and Thomas E. Davis, Ph.D. (American Counseling Association)

Step 1: Identify the problem

Begin by recognizing and identifying the issue, then gather pertinent information to gain a clear understanding. Consider the nature of the problem, such as whether it's ethical, legal, professional, or clinical. Determine if it involves multiple aspects.

Step 2: Apply the ACA Code of Ethics

After identifying the problem and checking the ACA Code of Ethics and other relevant codes, consider any cultural perspectives related to the case. If the problem is complex and not resolved

by the initial review, further steps in the ethical decision-making process are necessary, including a thorough analysis of the situation and its potential solutions.

Step 3: Determined the nature and dimensions of the dilemma

Analyze the problem from multiple views. Consider the implications for ethical principles like autonomy, justice, beneficence, nonmaleficence, and fidelity. Stay current with professional literature, especially when dealing with diversity issues. Seek input from experienced professionals and associations.

Step 4: Generate potential courses of action

In the brainstorming phase, the aim is to come up with many different ideas for action without worrying about how well they might work. Being creative and considering all possible options, even if they seem uncertain, is essential. Collaborating with a colleague who follows the ACA Code of Ethics can be helpful in generating ideas. At this stage, it's more about quantity than quality, as the evaluation of these ideas will happen in the next step.

Step 5: Consider the potential consequences of all options and determine a course of action

Assess the potential outcomes and consequences for each action for all stakeholders. Remove options that clearly lead to unfavorable results. Choose the options that best align with priorities and address the situation effectively.

Step 6: Evaluate the selected course of action

Review the selection action for any new ethical concerns. Apply three tests: justice (fairness), publicity (public acceptability,) and universality (recommend ability to others). If new ethical issues arise, reconsider your decision.

Step 7: Implement the course of action

Strengthen your resolve to follow through with the selected course of action. Acknowledge that the right decision may not be easy to move forward with. After implementation, evaluate whether the action had the anticipated impact and consequences.

The intent of the model is to provide a framework for sound ethical decision making for counselors when determining the appropriate course of action to take when faced with a difficult ethical dilemma and comply with ACA Code of Ethics. The expected outcome of use is if the systematic model has been followed, counselors can be rest assured that a professional explanation can be made for the specific course of action that has been chosen. (Forester-Miller & Davis, 2016).

The ethical code related to using the model is ACA Code I.1.B-Ethical Decision Making - “When counselors are faced with an ethical dilemma, they use and document, as appropriate, an ethical decision making model that may include, but is not limited to, consultation; consideration of relevant ethical standards, principles, and laws; generation of potential courses of action; deliberation of risks and benefits; and selection of an objective decision based on the circumstances and welfare of all involved” (2014).

Why did I choose this ethical decision-making model?

I chose this specific ethical decision-making model because it is a clear, adaptable, and collaborative approach to addressing ethical challenges and dilemmas, ultimately promoting ethical practice and integrity in practice.

Code Application

Ethical Issue #1- A student has alerted Elliot that a conversation between her coach and his secretary has raised concern for her risk of confidentiality.

- ACA Code #- B.3.a. Subordinates- Counselors take all necessary steps to protect the privacy of the clients, amongst all team members, employees, students and staff.
- ACA Code #- B.1.c. Respect for Confidentiality- Counselors protect the private details of both prospective and current clients. Disclosing information only when granted appropriate consent or when justified by ethical reasons.
- Case Study/Code Analysis- The conversation between her coach and the secretary without the students consent can be unethical because it invades her privacy and can potentially cause harm or distress. In ACA code # B.3.a. Counselors should take all necessary steps to protect the privacy of the client. The conversation violates the client's privacy and confidentiality. Respecting someone's privacy and autonomy is important in maintaining ethical boundaries.
- AASP Code #-13b. Delegation to and Supervision of Subordinates- AASP members ensure that their employees or supervisees receive appropriate training and supervision,

and make reasonable efforts to ensure that these individuals carry out their services responsibly, competently, and ethically.

- AASP Code #- 18a. Maintaining Confidentiality- AASP members must prioritize and ensure the protection of confidentiality rights for individuals they work or consult, acknowledging that confidentiality can be legally mandated, governed by institutional rules, or established through professional or scientific relationships.
- Case Study/Code Analysis- Counselors have an ethical responsibility to ensure team members and professionals uphold principles of confidentiality and privacy. The client's privacy was at risk during the conversation between the coach and the secretary. Sharing client information without authorization violates these ethical responsibilities.
- Similarities and Differences- The ACA and AASP Codes are similar in this ethical issue. Both codes follow the same principle of extending the ethical commitment amongst team members and other involved professionals to uphold and safeguard client's private information. A difference between the two codes regarding confidentiality is the AASP code is broader and mentions various ways confidentiality can be established, and the ACA code is more explicit about when and how information can be disclosed. However, both codes prioritize confidentiality.

Ethical Issue #2- Elliot's collaboration with medical staff. Elliot likes knowing what medical challenges exist for the client so he can be available to help. Medical providers will either ask him to break the news or be present when they do.

- ACA Code #- B.1.c. Respect for Confidentiality- Counselors protect the private details of both prospective and current clients. Disclosing information only when granted appropriate consent or when justified by ethical reasons.
- Case Study/Code Analysis- Disclosing medical challenges without a client's consent breaches confidentiality of client information. They should not have knowledge of someone's medical challenges before the person is aware of them themselves. Respecting boundaries and obtaining consent are key in ethical counseling practices.
- AASP Code # - 18a. Maintaining Confidentiality- AASP members must prioritize and ensure the protection of confidentiality rights for individuals they work or consult, acknowledging that confidentiality can be legally mandated, governed by institutional rules, or established through professional or scientific relationships.
- Case Study/Code Analysis- Counselors are expected to protect the privacy of the individuals they work with, and they should be aware that the obligation to maintain confidentiality may come from different sources, such as the law, institutional rules, or their professional roles. This is a foundational ethical principle for their practice.
- Similarities and Differences: Both codes prioritize confidentiality. The AASP code is more inclusive and recognizes various ways to establish confidentiality. However, the ACA Code #- B.1.c. Respect for Confidentiality mentions sharing information only when granted, while the AASP code does not mention when and how information can be disclosed.

Ethical Issue #3- Elliot designed a mental health counseling group for athletes from all different sports according to the timing of their offseason schedules.

- ACA Code #- A.9.a. Screening- Counselors evaluate and assess potential individuals in group counseling. The goal is to group individuals whose needs align with the group's goal, ensuring that they do not hinder the group dynamic and that their well being remains secure in the process.
- Case Study/Code Analysis- Grouping athletes from all different sports without proper screening can result in individuals with vastly different needs potentially can lead to conflicts, misunderstanding, and potentially harm. In this case, confidentiality can also be a hindering factor since individuals may not feel comfortable with discussing personal experiences to strangers. Ethical considerations should be taken into account to ensure group counseling is beneficial and appropriate for them.
- AASP Code # 6 - Avoiding Harm- AASP members proactively seek to prevent harm to their clients, students, and others they engage with. They also aim to minimize harm in situations where it is foreseeable and cannot be entirely avoided.
- Case Study/Code Analysis - This particular code can be applied in this ethical issue since grouping athletes without proper screening could lead to potential harm to the students mental health. While they may not be physically harmed, these athletes could be at risk due to differences in challenges and experiences from others.
- Similarities and Differences: The AASP codes did not have a specific code directed towards screening for group counseling. However, the code that had a connection to this ethical issue was AASP Code #6, Avoiding Harm. While both prioritize the safety of clients and athletes, the ACA Code has a more in depth applicable code to this issue.

Suggested Resolutions

Ethical Issue One Resolution

According to The Ethical Decision Making Model- Practitioner's Guide To Ethical Decision Making (American Counseling Association), courses of actions to take because of the Confidentiality and Subordinates violation are to apologize to the affected parties, seek guidance or supervision to rectify the situation, and to report the violation to relevant authorities or licensure boards. Ultimately, the clear cut solution is to take corrective action to prevent future violations. This solution was influenced by *“Step 3: Determining the nature and dimensions of the dilemma in the Ethical Decision Making Model”* since it encourages one to analyze the problem from multiple views and seek guidance from experienced professionals.

If an ethical violation exists, depending on the severity of the violation, consequences can include warnings, probation, suspension, or revocation of ACA membership or credentials. Legal actions or reports to relevant licensing boards may occur. There might be mandatory education or training on ethical practices (Code of Conduct). AASP, similar to ACA, could require education, sanctions, or even expulsion from the association. Reporting to relevant boards or authorities might be mandated. Requiring additional training or supervision in ethics and professional conduct could be a consequence (Educating Members About the AASP Code of Ethics, Encouraging Members to Use the Ethics Committee for Ethical Inquiries, and Responding to Allegations of Ethical Violations Association for Applied Sport Psychology).

Ethical Issue Two Resolution

According to the The Ethical Decision Making Model- Practitioner's Guide To Ethical Decision Making (American Counseling Association), courses of action to take because of the Respect and Maintaining Confidentiality violation are to apologize to the affected parties, seek guidance

or supervision to rectify the situation, and to report the violation to relevant authorities or licensure boards. The clear cut solution here is to also take corrective action to prevent future violations. This solution was influenced by “*Step 3: Determining the nature and dimensions of the dilemma in the Ethical Decision Making Model*” since it encourages one to analyze the problem from multiple views and seek guidance from experienced professionals. If an ethical violation exists, depending on the severity of the violation, consequences can include warnings, probation, suspension, or revocation of ACA membership or credentials. Legal actions or reports to relevant licensing boards may occur. There might be mandatory education or training on ethical practices (Code of Conduct). AASP, similar to ACA, could require education, sanctions, or even expulsion from the association. Reporting to relevant boards or authorities might be mandated. Requiring additional training or supervision in ethics and professional conduct could be a consequence (Educating Members About the AASP Code of Ethics, Encouraging Members to Use the Ethics Committee for Ethical Inquiries, and Responding to Allegations of Ethical Violations Association for Applied Sport Psychology).

Ethical Issue Three Resolution

According to the The Ethical Decision Making Model- Practitioner's Guide To Ethical Decision Making (American Counseling Association), courses of action to take because of Avoiding Harm and Screening violation are addressing harm and improving screening by revisiting the counseling approach and to review intake procedures to align with ethical guidelines to prevent similar harm in the future. The clear cut solution would be to implement a structured review process that addresses both screening practices and harm avoidance strategies that can prevent these violations from happening again. The solution was influenced by *Step 3: Determining the*

nature and dimensions of the dilemma in the Ethical Decision Making Model” since it encourages one to analyze the problem from multiple views and seek guidance from experienced professionals. If an ethical violation exists, depending on the severity of the violation, consequences can include warnings, probation, suspension, or revocation of ACA membership or credentials. Legal actions or reports to relevant licensing boards may occur. There might be mandatory education or training on ethical practices (Code of Conduct). AASP, similar to ACA, could require education, sanctions, or even expulsion from the association. Reporting to relevant boards or authorities might be mandated. Requiring additional training or supervision in ethics and professional conduct could be a consequence (Educating Members About the AASP Code of Ethics, Encouraging Members to Use the Ethics Committee for Ethical Inquiries, and Responding to Allegations of Ethical Violations Association for Applied Sport Psychology).

Summary

The role of a professional counselor and sport and performance consultants can be complex and difficult to navigate in relation to clients and the profession. My overall takeaway from this assignment is understanding that when ethical issues arise in the field, it is important to implement the ethical decision making model as a guide to navigate through an ethical issue. A professional practice plan in the field of sports specifically in college or professional sports teams would require much continuous learning and familiarity of the ethical codes. It is important to regularly assess the demands and challenges within sports. Understanding the specific ethical dilemmas commonly faced in college and professional sports would be beneficial to learn. For professional development, continuing education through workshops, courses, conferences, etc. that focuses on ethics would be important. Supervision with experienced

professionals can be vital as well. Self-care practices could include developing a routine of self-care activities like exercise, mindfulness,, or therapy to manage stress and maintain a healthy work-life balance.

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Educating Members About the AASP Code of Ethics, Encouraging Members to Use the Ethics Committee for Ethical Inquiries, and Responding to Allegations of Ethical Violations |

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