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**VALUES, ETHICS, AND YOUR PRACTICUM:  
A WORKBOOK ACTIVITY**

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1. What are the two or three ethical concerns or dilemmas most frequently encountered in your practicum setting?

1. Confidentiality -staff who wants to know information about family  
2. Security of student files-no office space or locked files

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2. How do the personnel in your agency go about dealing with ethical questions and resolving ethical dilemmas (e.g., discussions at a staff meeting, presentations to an ethics committee, and consultations with experts)?

Personnel must undergo on an individual basis yearly evaluations.  
Training is also provided at State Conferneces.

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3. Does your agency have its own code of ethics or a code of conduct for its employees? If yes, how is it similar to and different from the NASW *Code of Ethics*?

Yes, the host (HCDE) has a different code of conduct and  
sometimes the social workers code conflicts and the social worker  
must uphold the NASW code

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4. To what degree and in what way does the NASW *Code of Ethics* influence the decisions and behavior of the social workers employed by your agency (e.g., is the *Code of Ethics* referred to during case conferences and staff meetings and do the social workers have a copy of the *Code of Ethics* in their office)?

All social workers have a copy and the code influences all  
decisions and behaviors but the host agency (HCDE) limits the  
extent that those values be carried out.

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5. Are there specific items or sections in the NASW *Code of Ethics* that are particularly difficult to follow in your agency? If yes, what are they and why are they difficult to follow?

Section 4: Because social workers must function under the host  
agency (HCDE) these standards may not be adhered to by all the  
professionals in the agency.

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6. Are there particular issues or concerns that are not addressed by the *Code of Ethics* but, in your opinion, should be included? If yes, what are they?

It is hard to adhere to standards when you are not  
provided with secure office space where confidentiality  
of student records can be obtained.

7. Does your agency have policies that, in your opinion, are a violation of the *NASW Code of Ethics*? If yes, describe how the policy is in conflict with specific provisions of the *Code of Ethics*.

Suspension policy can be discriminatroy toward certain  
races and ethnicities. The TCAP test is also proven to be  
discriminatroy in the same manner.

8. Are there specific items or sections in the *NASW Code of Ethics* that appear to be in conflict with the state or federal laws and regulations that your agency is expected to follow? If so, describe the conflict and explain how you and other agency social workers attempt to resolve this matter.

No.

9. Section 1.01 of the *Code of Ethics* (1999) states that the social worker's primary responsibility is the well-being of his or her clients. As you observe the day-to-day operation of your agency and the day-to-day activities of the social workers in your agency, does it appear as if the well-being of the client is the primary concern? On what basis do you reach this conclusion?

No. It appears that our main goal is attendance and focusing on  
this one aspect of the problem doesn't help the individual  
with the underlying issues of poverty, substance abuse,  
or other issues that the family may be facing.

10. How does your agency handle reports of ethics violations on the part of its staff (e.g., written incident reports, temporary suspensions of staff, formal investigations, grievance policies, and reports to state licensing bodies)?

The host principal would address the issue with the social worker and the Director of Student Services would be notified.

11. Within the past five years, have any agency social workers or other agency personnel been dismissed or reprimanded for ethics violations? If so, what was the nature and type of misconduct?

Yes, an unprofessional behavior reprimand would be placed in your file.

12. Does your agency have policies that are in conflict with your personal moral code? If yes, how will you handle or resolve these conflicts?

Advocate for intervention measures that fully address all issues. Educate administration through empirical documentation of the issues facing those students with poor attendance.

13. Are there statements or sections in the *NASW Code of Ethics* that are in conflict with your personal moral and ethical standards? If yes, how you will attempt to resolve this conflict?

I will always put the clients needs first and not pass judgement on their lifestyles. If I cannot do this I will refer the client to another social worker or agency.

14. What ethical principles in the *NASW Code of Ethics* do you feel most strongly about? Why?

1. Dignity & worth of the person-if a person feels devalued you can not connect and work as a team.
2. Social justice-oppressed persons are usually overwhelmed with trying to acheive basic human needs and they need someone to advocate for them with the macrosystem.

15. What is the name of the agency in your state that is responsible for handling formal complaints about ethics violations by licensed social workers?

The agency is the Tennessee Health Related Board for  
Licensed Social Workers.

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16. What is the process used by this agency to investigate possible ethics violations?

Ethics violationa are reported by client, colleagues, or the agency  
adminisstrator to the Board mentioned in question fifteen.

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The Board meets quarterly to determine outcomes of allegations.

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17. What are the possible sanctions in your state for social workers who commit ethics violations (e.g., loss of license, civil action for monetary damages, criminal prosecution, and sanctions by the NASW)?

Sanctions range from minimal to revocation of license.

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Additional notes and comments:

Assignment completed on 9/25/07 during supervisory  
meeting with Judy Barker and Vickie Spangler.

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