Code of Ethics for Options Counselors

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Objectives

- Define options counseling in Iowa
- Describe the process for developing a code of ethics for options counseling
- Identify next steps

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Intersection of Policy, Practice and Ethics

- How are individuals providing the service of options counseling held accountable for their actions?
- Are there minimum standards?
- What methodologies might be in place to address violations of ethics (licensure, certification, etc.)?
- What systems are in place to determine an ethical breach?
- Does there need to be a system of enforcement/sanction?

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What is Options Counseling in Iowa?

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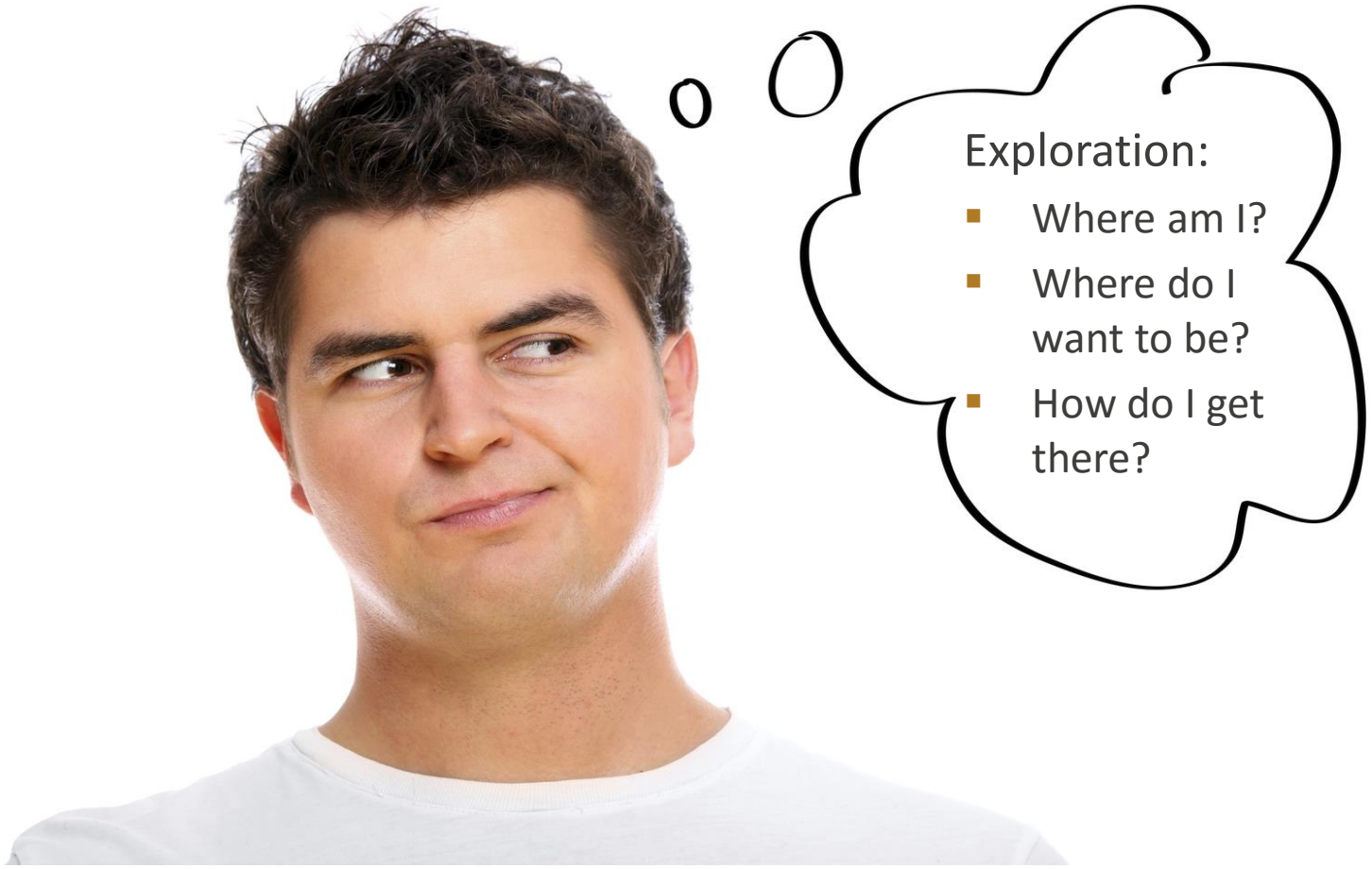

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Concept

How did we get the idea to develop a code of ethics for options counseling?

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Title

State Training (3-Day Boot Camp)	CADER-Boston University	Additional Enhancements
• SHIPP • MDS-Q • Case plans • Care transitions • IDA expectations • Sexuality across the lifespan • Cultural attitudes • Assistive technology • Aging & Disability social movements/Olmstead • Managing difficult behaviors • OSLTCO • Mobility management • VA (State/County) • MHDS regions • Legal services • OSDM • Disability 101 • IL core pillars • Person-centered planning	• A Guide to the Aging and Disability Networks • Consumer Control, Choice and Direction Plus two of the following: • Assessment with Older Adults and Persons with Disabilities • Building the Aging & Disability Network's Business Capacity • Mental Health Training • Team Approach: Working Across Disciplines	• Motivational interviewing • Financial picture and budgeting Options Counseling-Specific: ❖ Iowa Code and Rules ❖ Scope of Work ❖ Ethical Considerations in Options ❖ Level I Assessment

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What is *ethics*

Ancient history

- Babylon
  - Code of Hammurabi
    - Ethics of trade

Ancient Greeks

- Meaning of *living a good life*
  - Plato
  - Socrates
  - Stoics…the Cynics

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What is *ethics*

Modern morality

- Immanuel Kant
  - Deontology (duty)
- Utilitarianism/Consequentialism
- Religious ethics
- Case law and social contracts

Ethical decision-making is evaluating what is right or wrong and is particularly important when right/wrong is unclear.

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Codes of Ethics

- Professional codes of ethics
  - Provides guidance, principles and standards for decision-making and service
  - Based upon professional skills, the law and moral philosophy
  - Nearly every industry has a *code of ethics*

As a newly developed professional service, options counseling needed a code of ethics.

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Methodology

- Qualitative methodology
  - Workshop focus group
  - Word and concept strength identification

- Participants (*n* =)
  - All were identified as options counselors or OC supervisors

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Methodology

Small groups identified:

- Three case scenarios you've experienced that created a dilemma
  - Provided additional case studies to further develop discussion
- Three words describing what options counselors do
- Three words that should be in an OC Code of Ethics.
  - Showed examples of Codes of Ethics

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Case Study Examples

Conflict of Interest

- *You are working with an older adult on her plan and you identify that she needs case management services and she has plenty of resources to privately purchase services. Your agency is the only agency in that county. What will your recommendations be?*

Financial Dilemma

- *You are working with an older adult who has a massive estate but wants to save the estate for her kids. She wants to become Medicaid eligible and she wants to move into a nursing facility. What do you do?*

Person-Directed

- *You are working with an older adult who has a terminal illness. She wants to return to work. You think it's a bad idea. What do you do?*
- *An adult with a disability has been developing a plan with you. You learn that his parents are going to court to establish a guardianship. He asks you to testify on his behalf. What do you do?*

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Example Codes of Ethics

Social Work[1]	Geriatric Care Mgmt[2]	Financial Advisor[3]	Financial Planners[4]
• Service: help people in need, address social problems • Social justice: challenge social injustice • Dignity and worth of the person • Value human relationships • Integrity • Competence	• Embrace diversity, dignity, and the vulnerability of individuals • Public accountability • Education of care managers • Integrity, loyalty, responsibility, non-maleficence, respect for dignity, justice	• Services with integrity • Objectivity • Competence • Fairness • Confidentiality • Professionalism • Diligence	• Objectivity • Confidentiality • Competence • Fairness & Suitability • Integrity & Honesty • Regulatory Compliance • Full Disclosure • Professionalism

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Analysis and Findings

- Analysis
  - Word and concept strength identification
- Findings
  - Scenarios were not captured for this report
  - Things you do:
    - (Provide) **Options**
    - (Provide) **Information**
    - **Empower** (consumers)

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What Options Counselors do?

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Analysis and Findings

- Findings
  - Words associated with OC activities and Code of Ethics:
    - **Integrity**
    - **Confidentiality**
    - Professionalism
    - Competency
    - Respect
    - Unbiased (support)
    - Dignity
    - Honesty
    - Full-disclosure

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What words should the code contain?

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Ethics Alignment

Combined	Options Counseling
Respect for Autonomy and Person • Dignity • Diversity • Worth of the person	Respect for Autonomy and Person • Respect • Dignity
Service benefit: • Help people in need • Address social problems	Service Benefit • Unbiased (support and information)
Social justice: • Challenge social injustice • Fairness	Social Justice • Equality
Professionalism • Integrity • Confidentiality • Competence • Education • Accountability	Professionalism • Integrity • Confidentiality • Competency • Full disclosure (re: conflict of interests) • Honesty

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What's next?

- Draft code of ethics
- Include in LifeLong Links Standard Operations Procedures

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References

1. Social Worker Code of Ethics: http://www.socialworkers.org/pubs/code/code.asp
2. Geriatric Care Mangers Code of Ethics: http://www.caremanager.org/about/code-of-ethics/
3. Financial Advisor Code of Ethics: http://www.cfp.net/for-cfp-professionals/professional-standards-enforcement/standards-of-professional-conduct/code-of-ethics-professional-responsibility
4. Financial Planner Code of Ethics: http://napfa.org/about/CodeofEthics.asp

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