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Develop respectful and relevant relationships:

- Maintain appropriate boundaries with supervisees at all times
- Be accurate and honest in assessments
- Clearly define and maintain ethical, personal, and social boundaries with all supervisees
- Shall not enter into a romantic/sexual/non-professional relationship with supervisees (whether in person or electronic)

Actively monitor services provided by supervisees:

- Provide avenues for further professional development
- Monitor welfare of clients served by supervisees
- Instruct and guide supervisees as they serve a diverse client population
- Read, know, understand, and adhere to and promote the NAADAC Code of Ethics
  - As a role model
  - As a teacher

Ensure supervisees are properly using assessment techniques with clients:

- Recommend valid and effective assessment tools
- Observe and train in effective use of assessment tools as necessary
- Teach and model the effective use of assessment tools

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Ethics in Practice, Part 4: Principle VII

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Slide 16: Observe and document the work of supervisees on a regular basis:

- Provide ongoing regularly scheduled observation using:
  - Live observation including co-therapy and modeling
  - Audio, video and other means of technology
- Provide regularly scheduled follow-up sessions to formally evaluate, guide, and direct

Slide 17: Avoid dual relationships with students, interns, and supervisees:

- Shall not supervise relatives, romantic sexual partners, or personal friends
- Shall not develop romantic, sexual, or personal relationships with supervisees
- Obtain consultation prior to engaging in any dual relationship

Slide 18: Discuss and clarify issues unique to distance supervision:

- Ensure secure use of distance techniques
- Avoid discussing identifying client information when using non-encrypted means
- Document issues unique to distant supervision
Supervisor shall not let supervision evolve into a counseling relationship:

• Shall not provide counseling services to supervisees
• Shall assist supervisees by providing referrals to appropriate services upon request
  o EAP if available
  o A selection of options if no EAP
• A good supervisor is a therapist doing supervision, not a supervisor doing therapy

Responsibility

Teachers & Providers of Clinical Supervision accept responsibility

➢ To enhance professional development
➢ Provide accurate and current information
➢ Timely feedback
➢ Evaluation
➢ Constructive Consultation

SELECTED TOPICS (Part 2)
- Responsibility
- Code of Ethics
- Informed Consent
- Multiculturalism
- Diversity
**Code of Ethics**

Supervisors & Supervisees, Interns & Students shall be responsible:
- To know
- To follow
- To understand
- To support
- To seek consultation when unsure

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**Informed Consent**

- Informed consent shall be an integral part of creating & developing the supervisory relationship
- It shall include specific elements and must include the following elements – however, not limited to these elements:
  - Definition of Clinical Supervision
  - Scope of the practice of the Clinical Supervisor
  - Format & scheduling of the clinical supervision
  - Confidentiality of client information

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**Informed Consent**

- Methods & approaches of clinical supervision
- Types of Clinical Supervision including individual, group, in-person observation, e-supervision, audio & video tapes
- Expectations & responsibilities of each person
- Accountability & evaluation
- Documentation & file audits
- Fees & “No Show” policies
- Conflict resolution
Informed Consent
- Client notification – Supervisee shall inform clients they are in supervision & the parameters
- Duration & termination of the supervisory relationship
- Adherence to applicable regulatory & State & Federal rules and laws by both persons
- Adhere to the NAADAC Code of Ethics by both persons
- Expectations regarding liability insurance
- Notification of expectations regarding a client emergency or duty to warn event
- Notification of expectations regarding a grievance, sanction or lawsuit filed against the supervisee

Supervisee shall provide clients with a written professional client disclosure statement
- Supervisee shall inform the client of the supervisory process & how it influences the limits of confidentiality
- Supervisee shall inform the client of who shall have access to client records
- How and when records will be stored, transmitted or otherwise reviewed

Multiculturalism
- Supervisors shall address the role of multiculturalism in the supervisory relationship between the supervisor and supervisee
- Supervisors shall offer didactic learning content and experiential learning opportunities related to multiculturalism and cultural humility throughout their program
Diversity

Clinical Supervisor shall recognize and value the diverse talents and abilities that supervisees bring to their training experience.
UPCOMING WEBINARS

March 17th, 2021
Ethics in Practice: The Addiction Professions Part Three: Substance Use to Exercise – Are We Moving from One Addiction to Another?
By: Stephanie F. Rose, DSW, LCSW, AADC, CS and Duston Morris, PhD, MS, CHES

March 24th, 2021
Connecting the Continuum – How Prevention and Social Determinants of Health Connect
By: Jane G. Clark, MPA, CPS

March 31st, 2021
Wellness and Recovery in the Addiction Profession Part Four: Ballroom Dance – Sustainable Client Wellness for Recovery Centers
By: Renee Gallagher, MEd

April 7th, 2021
Wellness and Recovery in the Addiction Profession Part Three: Substance Use to Exercise: Are We Moving from One Addiction to Another?
By: Stephanie F. Rose, DSW, LCSW, AADC, CS and Duston Morris, PhD, MS, CHES

The Ethics In Practice Specialty Online Training Series will provide a thorough dive into the NAADAC/NCC AP Code of Ethics, bringing to life how the code plays out in the work of addiction professionals and ways to handle and avoid ethical dilemmas.

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