Prevention Ethics

TERESA BISHOP
CHIEF EXECUTIVE OFFICER
ROUNDTABLE OF ST. LUCIE COUNTY

EMMA BYCRAFT
PREVENTION SPECIALIST
HANLEY FOUNDATION

Sponsored by the Florida Alcohol and Drug Abuse Association, a subsidiary of the Florida Behavioral Health Association, and the State of Florida, Department of Children and Families
Who We Are:

Teresa Bishop
Chief Executive Officer

Emma Bycraft
Prevention Specialist
Learning Objectives:

Define:
- Ethics in Prevention

Learn:
- How to Apply Prevention Code of Ethics to Your Work

Identify:
- Ethics Policies in Your Organization

Recognize and Resolve:
- Ethical Dilemmas
What values are most important to you?
What are Ethics?
Values & principles that guide individuals' behaviors

Values  Principles  Ethics
Applying Ethics to Prevention Services
What does it mean to you to be an ethical prevention provider?
The Importance of Providing Ethical Prevention Services

Commitment to Your Organization

Commitment to the Public

Commitment to the Profession

Information from Prevention Training and Technical Assistance Service Center
Your Commitment to Your Organization

When you got hired you made a commitment to your organization to provide services in an ethical manner.

An organization that provides services that are ethical is a reputable and respected service provider.
What are some core elements in your organization’s code of ethics?
Your Commitment to the Public:

Providing prevention services is public health, you are committed to serving the public to your best ability.

Your communities needs to trust that you are working in their favor – not your own.
You choose this career for a variety of reasons but you made a commitment to this field.

The prevention profession can be challenging but representing yourself, data, and information with validity is essential for our work.
What is Your Role as a Prevention Professional?
Prevention is a diverse field of practice but all of prevention is based on individuals in a community. The work we do has direct impacts on people’s lives.
How to Practice Ethically
The Prevention Code of Ethics

Six Principles of Ethics established to guide prevention professionals

Established by National Association of Prevention Professionals and Advocates
What are the 6 Guiding Principles for Providing Ethical Prevention Services?

Confidence
Integrity
Individuality
Nature of Services
Justice
Accountability
Competence

Confidentiality
Compassion
Transparency
Non-Discrimination
Loyalty
Law-Abiding
Ethical

Obligations to Community and Society

Maybe make this a poll question on Zoom or can be removed if we can’t make it interactive
6 Guiding Principles for Providing Ethical Prevention Services

- Non-Discrimination
- Competence
- Integrity
- Nature of Services
- Confidentiality
- Ethical Obligations to Community and Society
What are the protected characteristics regarding discrimination?
Code of Ethics

Definition of Non-Discrimination

A prevention specialist shall not discriminate against service recipients or colleagues based on race, religion, national origin, sex, age, sexual orientation, gender identity, economic condition or physical, medical or mental disability.
Why is Non-Discrimination Important and What Can Discrimination Look Like in Prevention Roles?

We interact with diverse groups everyday in our field. Our goal is to provide quality services to **EVERYONE**, no matter what.

There are 2 types of discrimination

What are some examples of Intentional Discrimination and Unintentional Discrimination?

<table>
<thead>
<tr>
<th>Prevention Examples:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Intentional</td>
</tr>
<tr>
<td>Unintentional</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
Cultural Competency

Having the knowledge to understand and respect other cultures

Self Awareness:
Recognize your own biases and assess your own values and beliefs

Education:
Research cultures that you are not as familiar with

Interact with Diverse Groups:
The best way to become more comfortable and familiar is by experiences
What have you done in the past year to improve your cultural competency?
Prevention specialists shall master their prevention specialty’s body of knowledge and skill competencies, strive continually to improve personal proficiency and quality of service delivery, and discharge professional responsibility to the best of their ability.

Competence includes a synthesis of education and experience combined with an understanding of the cultures within which prevention application occurs. The maintenance of competence requires continual learning and professional improvement throughout one’s career.
Being a Competent Professional

- Being able to admit when something is out of your realm of knowledge
- Asking for assistance when it is needed or when you are unsure of something
- Staying up-to-date on trainings
Your colleague calls out sick right before they were supposed to implement prevention programming at a school. Your supervisor calls you and asks you to fill in for them. You are not trained in that specific program but have observed it multiple times.
Competency Can Also Look Like

- Admitting when you are overwhelmed and saying no
- Admitting your own personal events (mental health, substance use, etc.) are impacting your ability to do your job
To maintain and broaden public confidence, prevention specialists should perform all responsibilities with the highest sense of integrity. Personal gain and advantage should not subordinate service and the public trust. Integrity can accommodate the inadvertent error and the honest difference of opinion. It cannot accommodate deceit or subordination of principle.
What Do You Think the Code of Ethics Definition of Natures and Services is?
Code of Ethics
Definition of Nature of Services

Practices shall do no harm to service recipients. Services provided by prevention specialists shall be respectful and non-exploitive.
Maintaining Professional Relationships with Program Recipients

- Providing prevention services potentially exposes us to vulnerable populations
- Not engaging in any dual-relationship
- Not imposing personal opinions on recipients
A former program participant starts following you on social media and messages. You think nothing of it at the time, then the number of messages increases, and you plan to meet up for lunch one day. It is completely platonic, and you just maintain a friendship. Are you acting ethically?
Ethics of Social Media in Our Roles

Per the Prevention Code of Ethics – Prevention Specialists should adhere to the same principles of professionalism online.

This means that all guidelines in the code should be followed, and you should present accordingly online.
Confidential information acquired during service delivery shall be safeguarded from disclosure, including – but not limited to – verbal disclosure, unsecured maintenance of records, or recording of an activity or presentation without appropriate releases. Prevention specialists are responsible for knowing the confidentiality regulations relevant to their prevention specialty.
Code of Ethics
Definition of Confidentiality

Prevention specialists make appropriate provisions for the maintenance of confidentiality and the ultimate disposition of confidential records. Prevention specialists ensure that data obtained, including program evaluation data and any form of electronic communication, are secured by the available security methodology. Data shall be limited to information that is necessary to and appropriate to the services being provided and be accessible only to appropriate personnel. Data presented publicly shall be distributed only in ways that protects the confidentiality of individual participants.
Examples of Information that is Considered Confidential

- FUNDING/DONOR INFORMATION
- INFORMATION CONCERNING PROGRAM PARTICIPANTS/PATIENTS
- COST OF INTERNAL SERVICES
- OPERATIONS OF AN ORGANIZATION
Things to Consider

- What are the policies in place within your organization?
- How do you dispose of documentation?
- How long do you wait to dispose of documentation?
- What are some things you are still unsure of?
Mandated Reporter

- Harming themselves or others
- Abuse or neglect at home
Code of Ethics

Definition of Obligations to Community and Society

According to their consciences, prevention specialists should be proactive on public policy and legislative issues. The public welfare and the individual’s right to services and personal wellness should guide the efforts of prevention specialists to educate the general public and policy makers. Prevention specialists should adopt a personal and professional stance that promotes health.
Let’s Examine Applying the 6 Principles of Ethics to the Prevention Framework
SAMHSA Framework of Prevention

- Assessment
- Capacity
- Planning
- Implementation
- Evaluation

Chart created with Information from SAMHSA Framework of Prevention
Why is Assessment Important for Ethical Prevention Services? Determines what a problem is and how it should be addressed within the community.
Essential Information for Ethical Assessments of Communities

- What is the problem in the community?
- Where is the problem most prevalent?
- Who is affected by the problem?
- Does your organization have the ability to address the problems identified?

Created with Information from SAMHSA Framework of Prevention
What does Capacity look like in Ethical Prevention Services?

Build local relationships and readiness to address the needs.

Definition includes Information from SAMHSA Framework of Prevention
Building relationships with only community stakeholders that promote and support your prevention effort.
How to Ethically Build Capacity in Communities

- Engage with diverse community stakeholders
- Present accurate data to support your efforts
- Provide culturally appropriate resources to the community
Planning
Prevention
Efforts for
Ethical
Services

Addressing those concerns and problems within a community with appropriate measures taken for the community.
How to Plan Ethical Prevention Efforts:

1. Prioritize and consider risk and protective factors of the community
2. Plan evidence-based prevention efforts that address those risk and protective factors
3. Culturally appropriate programming for the community
4. Communicating your plan with those stakeholders and communities

Information for Chart from SAMHSA Framework of Prevention
Evidence-Based Programs

What is the purpose of implementing evidence-based programs?

What makes a program evidence-based?
Selecting Appropriate Interventions

Addressing Risk and Protective factors of a community

Will it be effective to implement services that do not actually address the problems of the community?

Information from SAMHSA Framework of Prevention
Implementing Ethical Prevention Services

Allows you to determine the community's willingness and openness to your prevention efforts.
Ethical Implementation of Services Includes:

- Implementing evidence-based curriculums
- Maintaining fidelity of the program
- Being culturally aware and competent when implementing programs
- Staying up-to-date on program trainings

Information from SAMHSA Framework of Prevention
Maintaining Fidelity

Program creators dictate fidelity standards—meaning what makes their program evidence-based.

Usually comes in the form of checklists/talking points

Provide trainings so staff know how to implement program with fidelity
A school where you have been implementing a program once a week suddenly has to close for a week during a hurricane. You are able to come back the following week, but the teacher tells you that they cannot give you an extra week to make up the session that was missed when the school was closed. Is it okay to cover two sessions in one week as long you hit the fidelity points?
Evaluation of Prevention Services

Evaluation provides the data needed to aid in the decision-making process of communities and organizations.
What Does it Mean to Ethically Evaluate Prevention Efforts?

This comes back heavily to integrity.

Presenting your data accurately – even if it doesn’t present the way you want it to.
The group of students you were presenting to were joking around the whole time. You know that they purposely chose the wrong answers on the end of program evaluation. You know it isn’t ethical to change their responses, but don’t want your supervisor to think you did a bad job presenting the material. How could you handle a situation like this?
Why Do You Think Unethical Evaluations of Prevention Efforts Occur?
The goal of prevention is to implement programs that can last and be effective in communities.
Why is Ethics Important in Program Sustainability?

- Communities will not be receptive to us
- Lose funding for prevention efforts
- Implementing unethically will result in harm to the communities
Ethical Dilemma

A choice that arises which challenge an individual’s morals.
What Contributes to Ethical Dilemmas?
Factors That Contribute to Ethical Dilemmas

**Social Influences:** Will the decision effect personal relationships/loyalty to an individual(s)? Feeling pressured to make a choice

**Financial Influences:** Monetary gain from the choice or fear of losing money.

**Career Influences:** Will the decision either positively or negatively affect their career?

**Individual Beliefs:** That individuals morals, values, experiences can all play a role in their decision.
In order to receive funding for a grant you have been trying to obtain, you need to have served 10,000 individuals. You only have one month left to hit that goal but have only served 9,000 individuals. You know that you and your colleagues' jobs rely on this grant for employment. You decide to add numbers to your groups even though you did not actually serve that amount.
Being Self Aware of Your Influences

Think about the things that influence your decision-making

What do you struggle with?
Not wanting to disappoint people, not wanting to compromise your own values/beliefs, not wanting to negatively impact your career
What are some resources you have available to assist you when facing an ethical dilemma?
Without Ethics There are No Prevention Services

They are a guide to what we do

We all want to make a difference in our communities but to do so we must do it in the right way
Any Questions?
Resources

- 6 Principles from Code of Ethics

- A Guide to SAMHSA's Strategic Prevention Framework

- Florida Certification Board Online Course Training
  https://flcertificationboard.org/education-training/

- Florida Certification for Prevention Professionals and Specialists
  https://flcertificationboard.org/certifications/certified-prevention-professional/

- Mandated Reporter
  https://www.myflfamilies.com/service-programs/abuse-hotline/overview.shtml

- Prevention Technology Transfer Center Network
  https://pttcnetwork.org/

- SAMHSA Prevention Core Competencies
  https://store.samhsa.gov/product/Prevention-Core-Competencies/PEP20-03-08-001