Resurgence of White Supremacy: A Dialogue Regarding the Implications on Social Work Practice

By Sarah Frazell and Barbie Johnson-Lewis

In the wake of the tumultuous 2016 election and racially charged current events such as Charlottesville, the NFL protests, and the Black Lives Matter movement, social workers are challenged by what to do and how to address the current racial tensions and concerns.

On October 13th the NASW-MD committee Social Workers Unraveling Racism (SWUR) hosted a two hour dialogue for social workers to come together and start conversations about the complex topic of racism and how it impacts current social work practice.

The SWUR committee was formed in spring of 2015 after the death of Freddie Gray and the uprising in Baltimore City. The committee works to address issues of social justice and the undoing of racism within institutions and focuses on the social work profession and social workers as anti-racist practitioners.

More than 40 social workers and mental health practitioners participated in the dialogue. For the first half of the event attendees were split into small groups and separated (white people and people of color) in order that participants might speak freely. Groups shared the outcomes of their discussions with the larger group, and then attendees broke into groups with a mix of white people and people of color. The discussions addressed a variety of issues of race in social work, ranging from if/how to talk about race and current events to exploring microaggressions in the workplace.

Groups shared difficult and emotional work-related and personal experiences and insights on race and racism. One theme widely addressed was that although there is an increase in socially acceptable forms of overt racism, the most insidious forms of white supremacy have existed for a long time within institutions; including many of the agencies and institutions where social workers are employed. White supremacy manifests not only in overt ways (KKK rallies or people using the “n” word) but also in racist policies and power structures within institutions. Social workers serve an important role as “gatekeepers” – that is having the structural power from their institution or agency to influence racial, discriminatory norms, and the controlling of resources. Social workers may either reinforce structural and institutional racism;
Senator Barbara Mikulski spoke at our 12th Annual Clinical Conference and 5th Annual Macro Conference on Thursday, September 28th.

In an auditorium packed with social workers, Senator Mikulski told them, “It’s time to get off the benches and into the trenches!” She was certainly one of the most inspiring headliners to speak directly to our members in several years. Her comments were directed at social workers today and what we must do in this society to make the necessary changes.

The keynote presentation was in an informal interview format. The Moderator, distinguished professor Michael Reisch, from the University of Maryland School of Social Work, asked questions that allowed her to be introspective. She demonstrated the ability to tell her story, truly understanding the social work audience, and with her experience, wisdom, and knowledge she reflected on how great leaders inspire action. Her style was open, honest, and direct. She spoke about how social workers must be in a position of leadership fighting for current social work issues of anti-racism, ethics, clinical supervision, mental health, and legal liability.

Thank You Senator Mikulski we appreciate you.

What is Political Social Work?

Have you ever thought about running for office?

On Oct. 5th and 6th our chapter co-sponsored the Campaign School for Political Social Workers. The Nancy A. Humphreys Institute for Political Social Work hosted the event, and they train social workers in every aspect of running for elected office. The intensive, research-based training process prepares social workers to hold effective leadership positions in political settings across all levels of service. The Nancy A. Humphreys Institute for Political Social Work strives to increase the political participation and influence of social workers and the communities they serve through education and training, research, and agency-based non-partisan voter engagement.

Sixty-five social workers and social work students attended the event and learned from campaign strategist Kate Coyne McCoy and panels of social workers who have served in public office, worked in campaigns, and in the offices of elected officials. It was an inspiring two days, and many left promising they would be running for office.

Never has our country been more in need of political social workers than today. Our political process is paralyzed due to division and people who put party politics ahead of the needs of our citizens. Social workers are ideally trained for political work. We take courses in policy and understand the political system. We understand community organizing and the importance of listening to people and learning about what they need and want. We know how to communicate and we know the art of compromise. Every social work skill can be put to good use in the political arena.

According to the Encyclopedia of Social Work, political social work is social work practice, research, and theory involving explicit attention to power dynamics in policymaking and political mechanisms for eliciting social change. It is an ethical responsibility for social workers. Political Social Work (Encyclopedia of Social Work socialwork.oxfordre.com/view/10.1093/acrefore/9780199975839.e-295) Every social worker can do something as basic as becoming a voter registrar who encourages clients to register and vote. This is political social work. We can work for the campaign of a candidate we believe in, a letter writing campaign or a rally to support a cause we care about—political social work. We can organize a voting block, run for office—school board, city council, state legislator, Congress person—political social work.

Think about it, this may be the next chapter of your social work career! Your community, state, and country needs you... needs social workers!
Reamer Headlines Ethics Conference in Ocean City

Social work ethics guru Frederic Reamer will be coming to Ocean City, Maryland on Friday, May 4th to lead an all-day Ethics conference. Dr. Reamer will headline as part of a two-day event NASW-MD Chapter is planning on Friday and Saturday, May 4-5 2018. Reamer will offer 2 three-hour workshops focused on “hot” issues entitled, Impact of Technology on Social Work Practice (focus on ethical issues and risk management) and Boundary Issues/Dual Relationships.

Dr. Reamer is well-known in the social work world, and is one of the key contributors to the new NASW Code of Ethics which will become effective on Jan. 1, 2018 as well as the new technology standards which have just been co-produced by NASW, CSWE, ASWB and CSWA. Dr. Reamer has dedicated his career to reforming the ethics, practice, and education of the social work field through his work as a researcher, an author, and a professor. His extensive experience in ethics research has helped NASW and the social work profession as a whole over the years. Reamer chaired the task force that wrote the current Code of Ethics and served as a member of the Code of Ethics Revision Task Force. He was the chair of the NASW Technology Standards Task Force. Reamer is a professor in the graduate program at the Rhode Island College School of Social Work, where he has taught since 1983. Over the years, his research has focused on a variety of human service issues, ranging from mental health and criminal justice to public welfare and professional ethics. Reamer has been a featured essayist on NPR’s Morning Edition, a commentator on NPR’s All Things Considered, and a guest on a variety of radio broadcasts on stations across the country.

The program for Saturday, May 5th is still being developed, but participants will have time to enjoy Ocean City and the beach before the crowds descend on the area at the end of the month. Put this one on your calendar NOW!

NASW-MD Rescues Western Maryland Social Work Group

NASW-MD recently stepped in to support a social work group in Washington County.

In the 1980s, a Washington County social work luncheon group disbanded. To fill the void, Sylvia Vaughan, RN, LCSW, ACSW, chair of the Allegany County Social Work Caucus, supported the organization of a Washington County Social Work Caucus of the Western Maryland Area Health Education Center (AHEC). Vaughan identified a need for more caucus outreach for local social workers. I joined the group at my first meeting on September 14th, 1992. The caucus met over lunch on alternate months to network and earn low-cost Social Work Continuing Education Units (CEUs) issued by AHEC. For 25 years, 20 to 40 social workers participated in each of the caucus’s educational luncheon meetings organized and staffed by AHEC West.

In March 2017, AHEC announced that the regulations for the federal funds supporting them would no longer allow the funds to be used for the support and education of individual professionals, but only for inter-professional educational activities. Effective September 1, 2017, AHEC West would no longer be able to staff or support the caucuses. The Chair of the Washington County Social Work Caucus, Kamala Lyn, arranged a meeting of the officers to discuss our options. She sent a letter to all the social workers on the group’s listserv alerting the members to the changes and requested their help to continue the caucus’s networking and educational opportunities.

It became clear in May that the group wished to continue to have the networking and CEU meetings. Although the Washington County Department of Social Services was willing to issue CEUs for the educational events, the officers were not able to find a nonprofit willing to take over the management of the caucus’s funds.

At the same time, Daphne McClellan, Executive Director of NASW-MD called AHEC West expressing interest in sponsoring the Social Work Caucus; however, the officers of the Caucus were not notified. Luckily, it occurred to Kamala Lyn that NASW-MD might be willing to help manage the funds and the Social Work Celebration. She called Daphne McClellan and received an enthusiastic “Yes, we can!” in response. At the next meeting, the members were able to talk with the Executive Director about NASW-MD becoming the group’s sponsor and taking on the tasks AHEC performed.

At the July meeting, the caucus members welcomed sponsorship by NASW-MD and to change its name to Washington County Social Work Alliance of NASW-MD. Daphne McClellan brought the pizza and soft drinks to the September meeting of the newly formed group. During the meeting, she provided information, problem-solved with the group and helped the Alliance plan for the future. We are looking forward to our next luncheon series and the next 25 years of networking and social work education.

If your local caucus was affected by the recent AHEC changes and you would like to partner with NASW-MD, please contact Daphne McClellan at the Chapter office.

NASW Responds to DACA Decision:
“Cruel, Unwise and Unjustified”

The National Association of Social Workers (NASW) strongly opposes President Trump’s decision to rescind the Deferred Action for Childhood Arrivals (DACA) program and will work with allied organizations and Congress to continue protections for young immigrants who were brought into the country illegally as children.

President Trump’s decision to revoke DACA dismantles us. The order is cruel, unwise and unjustified and could lead to a mass deportation of some 800,000 young people.

DMCA recipients or “Dreamers” have significantly contributed to the growth of our local state and national economies. More than 91 percent of Dreamers are employed. They have also demonstrated their patriotism by joining the American military – some have even sacrificed their lives for this nation.

Abolishing DACA would end Dreamers’ pathway to citizenship and disrupt thousands of families. Many Dreamers grew up in the United States, arriving here at age six or younger. So it would be cruel to send them to countries they barely remember or where they do not know the language.

NASW will hold Congress accountable for developing an effective policy for DACA recipients that will avoid chaotic disorder in the lives of DACA recipients and their families. NASW is also working with partner organizations to oppose President Trump’s decision to revoke DACA and is urging its members and the wider social work community to get involved in local and national activities to protect DACA.

The above is an excerpt from NASW’s statement, which can be read in its entirety at www.socialworkblog.org.
Maryland Chapter Members Chosen as NASW Social Work Pioneers

By Daphne L. McClellan

On Saturday, Oct. 28th several NASW-MD Chapter members were inducted as NASW SW Pioneers. Among the inductees were Dr. Charles Howard, owner of C.R. Howard and Associates and the current president of the MD chapter, Capt. Todd Lennon, DHSc, who serves in the U.S. Public Health Service; and Ambassador Wendy R. Sherman who is Senior Counselor at Albright Stonebridge Group and who served as Under Secretary of State for Political Affairs from 2011-2015 where she was the lead negotiator in the Iran Nuclear deal.

The NASW Social Work Pioneer Program was created to honor members of the social work profession who have contributed to the evolution and enrichment of the profession. The Pioneer Program identifies and recognizes individuals whose unique dedication, commitment, and determination have improved social and human conditions.

Pioneers are role models for future generations of social workers. Their contributions are reflected in every aspect of the profession, as well as in the establishment of social policies and human services programs. They have accomplished this through practice, teaching, writing, research, program development, administration, advocacy, legislation, and election to public office.

Being elected by one’s peers as an NASW Social Work Pioneer is one of the profession’s highest honors.
Tech Tools for Social-Emotional Learning in Kids

By Gail Martin, LCSW-C

Since school started after Labor Day this year, kids had extra time over the summer to get out of their daily routine. It’s easy to find workbooks, websites, and apps to practice math, reading, and spelling over the summer, but what about social-emotional learning? Social-emotional learning is essential for strengthening the skills needed to manage emotions, feel and express empathy, and maintain relationships (especially for children). As social workers, educators, and/or parents, it is imperative to teach social-emotional learning to children. Below are apps that support social-emotional learning and help children and adults get into the back-to-school groove.

Mind Yeti - Mindfulness for Kids and Their Adults

Mindfulness is the act of paying attention to the present moment. Using mindfulness, one can intentionally bring awareness to thoughts, feelings, or sensations happening in the moment. Mind Yeti provides kid-friendly, research-based, guided audio meditations that help children cope with the “hubbub”. There are several audio sessions in each of the following categories: Calm Down, Focus, Get Along, Reset, Create, and Go to Sleep. To learn more about the research, check out this Mind Yeti blog post https://mindyeti.com/blog/mindfulness-research. Mind Yeti can be downloaded free on iOS or Android and/or accessed on the web at www.mindyet.com. Interested in other mindfulness-based apps? Check out Calm, Smiling Mind, and Stop, Breathe & Think.

Feel Electric!

Feel Electric! provides a variety of opportunities to explore emotional vocabulary and self-expression. Kids can learn 50 different emotion vocabulary words, identify daily emotions, and track previously identified emotions using the “Moodosphere”. Feel Electric! offers 3 different emotion vocabulary-based games that keep score and provide positive feedback. There is a place to create your own “Mood Dude” and a space to create emotion-based stories called “Mood Tales”. Guided by relatable and upbeat characters, Feel Electric! can be downloaded free on iOS or Android. Interested in other emotions apps? Check out Emotionary, Focus on the Go, and My Emotions.

Unstuck

Unstuck is a great tool that supports problem-solving during tricky situations for both kids and adults. Through a series of interactive prompts, Unstuck identifies stuck moments and provides a variety of problem-solving tools and solution-based feedback. The Unstuck toolkit includes: Get Your Game On, Pros vs. Pros, Map It Out, Shake Up Your Routine, Mirror, Mirror, Spread the News, Tell Me Why, Visualize it, Obstacle Course, Call in the Calvary, and Now or Never. Unstuck can be downloaded free on iOS or Android and/or accessed on the web at www.unstuck.com/. Interested in other coping tools apps? Check out What’s Up? A Mental Health App and Snap’s Stories About Feelings.

Applications Now Available for Child Advocacy Training Institute

Advocacy at the federal, state, and local policy levels has made a significant difference for many children in low-income families. Child care subsidies, Head Start, nutrition assistance, parent support, and a guarantee of education for children with disabilities are a few of them. But as you know, too many children and youth do not have access to the support they need. Many programs are underfunded to meet demand, and some policies need to be changed to reflect the growing body of research and evidence about ways to make all families successful.

The late Karabelle Pizzigati spent her career striving to change that reality and give champions for children the policy advocacy skills they need to make a real, lasting impact.

The University of Maryland, in its spirit of fearless leadership and as a proud do good campus, has established an exciting program designed to expand the ranks of informed skilled advocates dedicated to promoting the well-being of children, youth, and families. One component of this initiative is the Policy Advocacy Training Institute, which combines virtual learning and multi-day training in Washington, DC. The institute is run by nationally recognized advocates for children, youth, and families programs and funding is focused on federal programs and their impact on state and local policies. In addition to enhancing skills, each cohort will provide an opportunity for participants to make new connections with other emerging policy advocates and leaders.

The launch for the application of the first cohort is this fall, and will focus on professionals in Maryland. Participants will be selected in the winter and the virtual sessions will begin in early spring. Stay tuned for more information with NASW-MD.
Getting the Most out of Your NASW Membership

NASW Maryland members regularly enjoy significant discounts on CEU workshops and conferences, but there is much more to membership. Make sure you are getting the most out of your dues by taking advantage of these benefits.

Consult an ethics expert in a one-on-one consultation.

When ethical dilemmas surface in your practice, contact the experts for a discussion and guidance at (800) 638-8799 on Mondays and Wednesdays 1-4 p.m. and Tuesdays and Thursdays 10 a.m. – 1 p.m. Consultation services are intended to guide members through the applicable standards in the Code along with other pertinent considerations and resources that address their concerns and allow them to make reasoned ethical decisions. Free to members.

Discounts, discounts, and more discounts.

It’s not just CEUs! Your membership includes discounts on insurance, office supplies, email marketing tools, professional resource guides, travel and hotel expenses. To learn more, visit www.socialworkers.org and click on “Membership.” Included with membership.

Join the NASW-MD Chapter Board of Directors.

NASW-MD is currently recruiting representatives from the Eastern Shore, Southern, and Suburban Maryland. As you represent other social workers from your geographic area, you’ll attend quarterly board meetings, plan local events, network with other professionals, and help shape the Chapter’s agenda. To learn more contact Daphne McClellan, Executive Director at dmcclellan.naswmd@socialworkers.org or (410) 788-1066, ext. 16. Not only is this free to members, but you can also take advantage of additional discounts at statewide conferences.

Advertise your service or open position to thousands of Maryland social workers.

Reach fellow social workers through online and print ads. To learn more, visit www.nasw-md.org and click on “Advertising.” $40 and up; members receive 20% after the first $40.

Become or find a mentor.

Hosted by NASW-Maryland Chapter, this service matches newer and more experienced social workers for a period of one year. These relationships serve to expand your network, offer a place to discuss confidential career development concerns, and identify professional opportunities. Mentors must have at least five years of professional experience. To participate, contact naswmdmentoring@gmail.com. Free to members.

Connect with other professionals through practice-area interest groups.

From Private Practice to Macro Social Work, and Children, Youth and Families to the Committee on Aging, each interest group has leaders and expert social workers from across the state working to improve our profession. Most groups meet regularly at the Chapter Office, and teleconference options are available. Your voice and talents are needed. To learn more about participating, visit www.nasw-md.org and click on “Committees and Task Forces.” Free to members.

Keep an eye on your inbox for the upcoming NASW Maryland Membership Survey, where you can weigh in on all the ways NASW Maryland Chapter can add value to your membership. We want to hear from you!

Risk Retention Group Rated Among Highest in the Nation

Frederick, Maryland — September 19, 2017—NASW Risk Retention Group (RRG) is pleased to announce that it has been rated among the highest in the nation by the world’s largest, most authoritative and longest established company devoted to issuing financial strength ratings to insurance organizations.

A.M. Best Company, has issued an ‘Excellent’ Financial Strength Rating to NASW Risk Retention Group. This rating reflects the strong risk adjusted capitalization, profitable operating performance and niche market expertise in professional liability insurance designed specifically for the social work profession. This rating puts us in the same league as some of the leading insurance companies in the world. A.M. Best only assigns this rating to a select group insurance companies.

Insurance. I think this speaks volumes about the stability and financial strength of the Professional Liability Insurance program,” says Tony Benedetto, CEO, NASW Risk Retention Group.

NASW Risk Retention Group, created and overseen by social workers, offers high quality liability products with very attractive benefits designed to meet the specific needs of the social work profession at competitive pricing for the value. Unlike most insurance companies that focus mainly on creating profits, the NASW Risk Retention Group’s priority is to focus on what’s best for social workers and the entire profession. “We strive to have the best benefits and coverage for social workers and this rating confirms we are on solid financial ground to do just that,” says Benedetto. NASW Risk Retention Group advocates for policyholders in ways that make a real difference, like operating at significantly lower administrative costs than major competitors in order to keep premium down and customizing benefits to stay current with the needs of the social work profession. NASW Risk Retention Group continues to offer valuable insurance coverage, risk management tools and relevant professional resources supporting members personally and professionally.

NASW Assurance Services, 50 Citizens Way, Suite 304, Frederick, MD 21701

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Recognize Your Fellow Social Workers and a Local Citizen

It’s time again to recognize and honor your fellow Maryland Chapter members, student members, and a local citizen who have made outstanding contributions to the profession or the community. The awards, which will be presented at NASW-MD’s Annual Social Work Month conference to be held on March 22-23, 2018, include Social Worker of the Year, MSW, and BSW Social Work Students of the Year, Social Work Educator of the Year, the Social Work Life Achievement Award, The New Professional Award, Public Citizen Award and Social Work Field Instructor of the Year. Please note that, with the exception of the Public Citizen Award, nominees must be a current member in good standing with NASW-Maryland Chapter (it is okay if they join now). Don’t miss this opportunity to say thanks and lift up colleagues who have done so much for the profession and their communities.

Criteria for these awards include:

■ Nominees for the 2018 Social Worker of the Year Award, Lifetime Achievement Award, New Professional Award and Social Work Students (BSW & MSW) of the Year Awards must have made significant and outstanding contributions to the profession of social work, displayed leadership in the profession, earned the respect of fellow social workers and represented well the professional ethics of social work. Lifetime Achievement Award nominees should, additionally, be individuals who have a significant span of achievement over his/her career that distinguishes them and a long legacy of commitment to the profession.

■ Nominees for the 2018 Social Work Educator of the Year and was pleased to announce that it has been rated among the highest in the nation by the world’s largest, most authoritative and longest established company devoted to issuing financial strength ratings to insurance organizations.

A.M. Best Company, has issued an ‘Excellent’ Financial Strength Rating to NASW Risk Retention Group. This rating reflects the strong risk adjusted capitalization, profitable operating performance and niche market expertise in professional liability insurance designed specifically for the social work profession. This rating puts us in the same league as some of the leading insurance companies in the world. A.M. Best only assigns this rating to a select group insurance compa-
NASW Adopts Revised Code of Ethics

On Friday, August 4, 2017, the Delegate Assembly of the National Association of Social Workers (NASW) approved the most substantive revision to the NASW Code of Ethics since 1996. After careful and charged deliberation, the Delegate Assembly voted to accept proposed revisions to the Code that focused largely on the use of technology and the implications for ethical practice.

The NASW Code of Ethics continues to be the most accepted standard for social work ethical practice worldwide. With emergent technological advances over the last two decades, the profession could not ignore the necessity for more clarity around the complex implications of new forms of communication and relationship building through technology. As such, in September 2015 an NASW Code of Ethics Review Task Force was appointed by the NASW president and approved by the NASW Board of Directors.

A Special Thank You To Task Force Chair:
■ Allan Barsky, JD, MSW, P&D, National Ethics Committee (past chair)

Task Force Members:
■ David Barry, P&D, National Ethics Committee (past chair)
■ Luis Machuca, MSW
■ Frederic Reamer, PhD
■ Kim Strom-Gottfried, P&D
■ Bo Walker, MSW, LICSW, National Ethics Committee
■ Dawn Hobdy, MSW, LICSW, director, NASW Office of Ethics and Professional Review

NASW Staff Contributors:
■ Andrea Murray, MSW, LICSW, senior ethics associate
■ Anne B. Camper, JD, MBA, NASW general counsel
■ Carolyn Polowy, JD, former NASW general counsel

The Task Force was charged with examining the current Code of Ethics through the lens of specific ethical considerations when using various forms of technology. In September 2015, they embarked on a year-long process that involved studying emerging standards in other professions and examining relevant professional literature, such as the Association of Social Work Boards’ (2015) Model Regulatory Standards for Technology and Social Work Practice. In addition, Task Force members considered the technology practice standards that were concurrently being developed by a national task force commissioned by NASW, Council on Social Work Education, Clinical Social Work Association, and Association of Social Work Boards. A year later the proposed amendments were presented to the NASW membership for review, and many member comments were incorporated prior to finalization.

The approved Code of Ethics revisions reflect a collaborative and inclusive effort that drew from a diverse cross-section of the profession. The August 4 approval by the Delegate Assembly marks significant progress in the profession’s ability to respond to our ever-changing practice environment. The new version of the NASW Code of Ethics comes into effect January 1, 2018. In the meantime, training and technical assistance opportunities will be made available through the Office of Ethics and Professional Review and the NASW website.

FAQ’s Frequently Asked Questions About NASW’s Renewed Code of Ethics

1. When does the new NASW Code of Ethics go into effect?

2. Where can I get a copy of the revised NASW Code of Ethics?
   Copies of the revised NASW Code of Ethics will be available by November 1, 2017. You can pre-order a copy by calling NASW Press at 800.227.3590.

3. Which sections of the NASW Code of Ethics were updated?
   The sections of the NASW Code of Ethics that were revised include: 1.03 Informed Consent 1.04 Competence 1.05 Cultural Competence and Social Diversity 1.06 Conflicts of Interest 1.07 Privacy and Confidentiality 1.08 Access to Records 1.09 Sexual Relationships 1.11 Sexual Harassment 1.15 Interruption of Services 1.16 Referral for Services

4. What educational resources are available to explain the latest revisions to the NASW Code of Ethics?
   Several resources will be available, including an online training, an NASW chat, a blog, code revision consultations, and a posting of the changes with the explanations on the NASW website.

5. Which social workers are accountable to the NASW Code of Ethics?
   Most social workers are held accountable to the NASW Code of Ethics, including NASW members, many licensed social workers, employed social workers, and students.

6. Do these changes affect social workers who aren’t members of NASW?
   Yes. The NASW Code of Ethics sets forth the values, principles, and standards that guide the profession as a whole. NASW members are formally bound to the NASW Code of Ethics, and social work licensees are also accountable as many states incorporate the Code of Ethics into their licensing statutes.

7. Who was responsible for revising the NASW Code of Ethics?
   An NASW Code of Ethics Review Task Force was appointed by the NASW President and approved by the NASW Board of Directors.

8. How am I held accountable if I do not implement these changes by the effective date?
   If you are a member of NASW, you may be held accountable through the NASW professional review process, if someone files an ethics complaint against you. You may also be held accountable by a state licensing board if a licensing board complaint is filed against you. Furthermore, you may be held accountable by your employer or your university, which may take disciplinary action for failure to adhere to the NASW Code of Ethics. Finally, you may be held accountable through a court of law that looks to the NASW Code of Ethics to establish the standard for professional ethical social work practice.

9. Have social work schools, employers, agencies, etc., been made aware of the changes?
   NASW is working diligently to notify the social work profession and stakeholders using various communication channels, including print, social media, and web-based notices.

10. Do I contact if I have additional questions?
    The resources described in section four above should resolve most questions about the revisions. If you still have questions after these resources are made available, you may contact the Office of Ethics and Professional Review at ethics@socialworkers.org. Please include your telephone number and a return email address. Due to the potential volume of questions, it may take time to reply. We appreciate your understanding.
NASW-MD Sponsored Continuing Education

FALL 2017

Additional courses may be scheduled. Check the continuing education link on the chapter website at www.nasw-md.org for updates. You save $20 per 3-hour workshop as a NASW member!

Renewal of a social worker’s license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous 2-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct.

NASW-MD welcomes your suggestions for future workshops and locations.

ABBR EVATIONS

CE = Continuing Education
Cat. = Category
Cost = NASW Member cost/
Non-member cost. Prices include certificate for continuing education credits.

CONTINUING EDUCATION POLICIES

- NASW-MD will not honor fax registrations
- You may register online, by mail or by phone.

Registrations are made on a first come- first-served basis. You can pay for your registration by check, MasterCard or VISA.

- Registrations received less than 2 business days/48 hours prior to the program date will be admitted as space allows for an additional $10 late charge. (One-week prior registration is required for programs providing lunch, with the late fee in effect of $20 for registrations less than one week in advance.)

REFUND POLICIES

- NASW-MD will only refund registrations for cancellations made at least two business days/48 hours in advance of the workshops, minus a $10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a $20 administrative processing fee per cancellation.

- NASW-MD is not responsible for refunds if registrants do not attend a program and do not immediately follow-up for refund information or to switch to another course; if registrants do not follow-up on an absence, no refund or switch will be allowed.

- Please note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted.

- If you would like e-mail confirmation of workshop registration, please include your e-mail address on the registration form.

- NASW-MD reserves the right to cancel workshops due to poor registration.

INCLEMENT WEATHER POLICY

- In the event of inclement weather, please call 410-788-1066, ext. 13, for information on cancellation. In general, if schools are two hours late or closed in the area where the event is to take place, the event will be rescheduled. Please notify the chapter office if a refund is preferred.

ACCOMMODATIONS

If you require special accommodations to permit your attendance or participation, please provide a written request along with a completed registration form and conference payment at least 30 days prior to the registration deadline for the workshop or conference. Requests received after 30 days may not be received in time to process or be fulfilled in time for the activity.

DIRECTIONS

Directions to all workshop locations can be found under the Continuing Ed tab on our website: www.nasw-md.org.

Thank you!

SOUTHERN MD
Calvert, Charles, and St. Mary’s Counties

More offerings will be listed in the Winter 2018 edition of The Maryland Social Worker and online at www.nasw-md.org by mid-January.

WASHINGTON COUNTY
November 13, 2017
Title: REACH Cold Weather Shelter and Day Resource Service
Speaker: Jill Zamostny, Shelter Case Manager
Synopsis: This workshop is designed to inform participants of the prevalence of homelessness in Washington County and what services are available to protect those who are in need as the cold weather months approach. We will also discuss how we can work together to address homelessness.
Learning Objectives: At the end of this event, participants will: Understand the prevalence of homelessness in Washington County; Learn how the Reach Cold Weather Shelter operates; Learn about the programs Reach Cold Weather County offers; and learn how the broader community works together to combat homelessness in Washington County.

January 8, 2018
Title: Regulations to Implement the New SW Licensing Law and the 2018 General Assembly Session
Speaker: Dr. Daphne McAdooan, Executive Director, NASW-MD Chapter
Synopsis: This workshop will inform attendees about the changes which were made to the Maryland SW Practice Act in the 2017 legislation session and the regulations which the BSWE has proposed to carry out the new law. A glimpse will be given into other legislative issues which are expected to be taken up during the 2018 General Assembly Session.
Learning Objectives: At the end of this event, attendees will learn about: The changes made to the SW Practice Act; How the BSWE plans to implement the changes through regulations; and proposed legislation which will affect social workers and our clients.
CE: 1.5 Cat I (for each date)
Cost: $10 for members; $25 for non-members
Please Note: This is cost is for one or both dates listed above. There is no discount for attending only one event.

WESTERN MD
Garrett, Allegany, Washington, and Frederick Counties

#2275
Washington County Social Work Alliance Meeting & Continuing Education Series
Date: Monday, November 13, 2017 & Monday, January 8, 2018, 11:30 a.m. – 1:30 p.m.
Please Note: Lunch will be provided both days
Location: Washington County Department of Social Services
Multipurpose Room
122 North Potomac Street, Hagerstown, MD 21740

#2211
African American Caregivers: Understanding how Faith Impacts Health Outcomes
Date: Sunday, December 3, 2017, 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910

Synopsis: Stress has a major impact on our emotional and physical well-being. By understanding stress physiology, we can manage stress before it turns into burn out. Group exercises and interactive behavioral scenarios enacted by professional role players will keep the class interactive and informative.
Learning Objectives: Upon completion of this intermediate course, participants will be able to: Define stress physiology and manage physical responses to stress; Establish priorities by practicing the 80/20 Principle and learn how to reframed thought patterns that feel stress; Learn how to deactivates stress reactions on the job and intercept stress escalation cycles. Identify and implement specific stress bustes into an action plan.
CE: 3 Cat I
Cost: $45 for members; $65 for non-members

EASTERN SHORE
Cecil, Kent, Queen Anne’s, Caroline, Talbot, Dorchester, Wicomico, Somerset, and Worcester Counties

More offerings will be listed in the Winter 2018 edition of The Maryland Social Worker and online at www.nasw-md.org by mid-January.

CONTINUING ED Continued on page 9
METRO BALTIMORE

#2252 First Sunday Matinee Featuring the Film: Luv Don't Live Here

Date: Sunday, November 5, 2017; 1:00 p.m. – 4:15 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Facilitators: Adrienne Kilby, LCSW-C and Filmmaker Mikil Odom

Please Note: Space is limited for this event. Registration will close once capacity is reached.

Per the BSWE, all movie and discussion workshops are now Category II CEUs. These event will now be held at the Chapter Office.

Synopsis: Don’t miss this month’s movie and discussion when filmmaker Mikil Odom will join us for the discussion! Attendees will watch a full length movie, followed by a social work discussion.

LUV Don’t Live Here tells the story of Reggie Hamilton, a.k.a. Reggie Luz, a man whose life drastically changes once he becomes severely ill. Not so easily willing to succumb to his decaying yet humbling new life, Reggie finds himself not only fighting for his health, but also unearthing harsh truths about himself and the relationships he holds dear. Winner of the Audience Award for Best Feature at the 2015 of U.K. Philadelphia Film Festival. Nominated for a 2016 Africa Movie Academy Award for Best Diaspora Feature. Written by Mikil Odom.

90 Minutes Not Rated

CE: 3 Cat II PLEASE NOTE Category II CEUS

Cost: $35 for members; $45 for non-members; $10 for guests (no CEUs for guests)

#2210 Social Work Exam Prep - Part I and Part II

Date: Friday, November 17, 2017; 9:30 a.m. – 4:45 p.m.
AND Saturday, November 18, 2017; 9:30 a.m. – 4:45 p.m.

Lunch on your own each day from 12:30 p.m. – 1:20 p.m.

Please Note: This is a two day workshop. You must register for BOTH days of this course

Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Facilitator: Corey Beauford, MSW, LCSW

Presenter: Adrienne Kilby, LCSW-C and Filmmaker Mikil Odom

This course is geared towards equipping participants with the skills necessary to sit for the Licensed Graduate Social Worker exam (LGSW) or the Clinical Exam (LCSW or LCSW-C). A thorough overview of the test content will be provided as well as an analysis of test taking strategies and tips useful for success on the exam.

Learning Objectives: As a result of this course, participants will enhance their ability to successfully sit for the ASWB licensing exam. The class will focus on and provide the following:

1. An Overview of the Composition of the Masters and Clinical exams
2. Exam Taking Strategies and Special Accommodations;
3. Social Work Assessment and Diagnosis (ISM-Y);
4. Social Work Interventions Strategies;
5. Models and Methods of Social Work Practice;
6. Psychopharmacology;
7. Human Growth and Development Issues;
8. Ethics, Research and Supervision; Program Evaluation;

CE: 12 Category I
Cost: $195 for members (includes $15 fee for study materials); $275 for non-members (includes $15 fee for study materials)

Please Note: After completing the full 12 hours of this workshop, the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for licensure renewal will be met.

#2253 First Sunday Matinee Featuring the Film: Hidden Figures

Date: Sunday, December 3, 2017, 1:00 p.m. – 4:15 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Facilitator: Suzanne Cox, LCSW-C, MBA

Team Leader, Continuous Care Team, UMMS/UWPC Clinics

Please Note: Space is limited for this event. Registration will close once capacity is reached.

Per the BSWE, all movie and discussion workshops are now Category II CEUS. These event will now be held at the Chapter Office.

Synopsis: Attendees will watch a full length movie, followed by a social work discussion.

Social role stereotypes often serve both to undermine the aspirations of those with talent and to discount the contributions of those who do not fit expectations. By assuming how someone who fills a certain role should look or act, we as a larger society risk missing potential opportunities and contributions which are of benefit to all.

Film Summary: As the United States raced against Russia to put a man in space, NASA found untapped talent in a group of African-American female mathematicians that served as the brains behind one of the greatest operations in U.S. history. Based on the unbelievably true life stories of three of these women, ever accomplished before by the human race, firmly cemented them in U.S. history as true American heroes.

Through viewing the film and the facilitated discussion which follows, participants will:

- Enhance their knowledge of the impact of role expectations on those both internal and external to science, technology, engineering, math (STEM) as well as other professions, including human services/social work;
- Debate strategies for supporting those who choose to take on non-traditional roles or to be pioneers within different professions;
- Assess the similarities and differences between how non-traditional roles are viewed now compared with 50 years ago when the film was set.

Learning Objectives: Through viewing the film and the facilitated discussion which follows, participants will:

- Enhance their knowledge of the impact of role expectations on those both internal and external to science, technology, engineering, math (STEM) as well as other professions, including human services/social work;
- Debate strategies for supporting those who choose to take on non-traditional roles or to be pioneers within different professions;
- Assess the similarities and differences between how non-traditional roles are viewed now compared with 50 years ago when the film was set.

CE: 3 Cat II PLEASE NOTE Category II CEUS

Cost: $35 for members; $45 for non-members; $10 for guests (no CEUs for guests)
The story in education right now reminds me of the famous opening sentence of the Charles Dickens novel, *A Tale of Two Cities*: “It was the best of times; it was the worst of times.”

On the bright side, the reauthorization of the Elementary and Secondary Education Act, which passed Congress in 2015 now named the “Every Student Succeeds Act” (ESSA) has finally trickled down through State Boards of Education and is making its way to the local level for implementation. ESSA includes an unprecedented emphasis on the importance of social/emotional learning as part of academic and life-long success. This recognition is wonderful news to school social workers. We’ve known it all along. It is the best of times.

On the other hand, as social workers we know about unfunded mandates, and the current tone in Washington is less supportive of money for public education than it has been in my entire career in the field, which spans more than 40 years. Times are bad! This makes political advocacy (always one of our professional responsibilities) all the more critical.

How can we increase the profile of school social workers among legislators in Annapolis so our central role in social/emotional learning in schools is better understood? How can we ensure a share of education funding is earned by social/emotional learning as part of academic and life-long success? It is the best of times.

The Power of Many?

By Gail Martin, LCSW-C

Join The NASW Committee On Aging

Are you passionate about your career as a social worker serving older adults? Would you like an opportunity to network with like-minded professionals?

How The NASW-MD Committee On Aging Makes A Difference in Maryland:

- Advocating for legislation on issues of importance to seniors
- Learning about job opportunities in senior services
- Enhancing resources for older adults
- Finding educational opportunities to expand skills
- Providing social work internships and mentoring to help develop new BSW and MSW social work students

Meet & Learn More At The NASW Committee On Aging Holiday Gathering

December 5, 2017 at 5–6:30 pm
Chapter Office 5750 Executive Dr. - Ste. 100, Baltimore, MD 21228

Please RSVP by Friday December 1, 2017 to Bob Connecticut or 410-382-3247 or rpc2536@gmail.com if you can attend the Holiday gathering on December 5th or if you have questions about the NASW Committee on Aging. Please spread the word!

Social Work Students’ 21st Annual Student Advocacy Day in Annapolis

[Legislative Education and Advocacy Development (LEAD)]

Thursday, February 22, 2018
8:30 AM – 3:00 PM
Miller Senate Building, Annapolis, MD
The National Association of Social Workers – Maryland Chapter

Presents the 2018 Social Work Month Annual Conference

CALL FOR PRESENTATIONS

THURSDAY and FRIDAY, MARCH 22-23, 2018
Maritime Institute of Technology Conference Center
692 Maritime Boulevard
Linthicum, MD 21090

SUBMISSION DEADLINE Monday, November 13, 2017!

The Maryland Chapter of the National Association of Social Workers is proud to announce the 2018 Social Work Month Annual Conference call for presentations! This year’s theme has not yet been announced, but we always feature a variety of workshop topics.

Audience
Submit your proposal now for the Annual Conference, which attracts approximately 300 social workers from around the state each year. Our program routinely draws seasoned social work practitioners who are seeking intermediate and advanced training on topics important to their work. Our members are based in a host of practice settings including child welfare, aging, health/mental health, private practice, counseling, and more. This two-day program will be held at the Maritime Institute of Technology in Linthicum, MD.

Possible Workshop Topics
We seek to touch on a broad array of issues that affect the social work practice today, and our conference lends itself to the diversity of our clients. We seek to address issues around how technology and social media affect the profession and the public today, traditional social work issues such as domestic violence, gun violence, racism, addictions of all kinds, murder/suicide issues, trauma, and issues related to youth or geriatric social work. Regarding technology and social work practice, there are a host of issues of significance such as cyber bullying; how technology affects privacy and confidentiality matters; network addictions; and the noticeably diminishing social skills linked to technology. We hope to address both the practical and theoretical issues facing social workers today, and how these issues are changing the profession and our society. The Chapter would also like to focus on practice tracks such as: health/mental health, macro/community, criminal justice/forensics, education, children and family, aging, etc. Your proposals and suggestions will help in structuring a conference that will be meaningful and practical. Workshops are generally 2 hours and fifteen minutes to 3 hours long.

How to Apply
Applicants must be graduate level social workers, but not necessarily a Maryland Chapter member. Instructors should submit with this form the following:

- The completed application forms from our website www.nasw-md.org under Continuing Education/Workshop Presenters/Workshop Presenter Packet, or call 410-788-1066 x13
- A one-page description of the proposed presentation (no more than 350 words) which can be used for publication of the conference schedule—including an overview and educational objectives. Also, please include a breakdown/outline of the presentation. Please Note: If you have a variety of presentations, please include them on a separate Word document with your name and contact information at the top of the page and each workshop you present below. Be sure to include: title/synopsis/learning objectives and length of workshop (3 or 6 hours) for each one.
- A vitae or resume (if two presenters are jointly presenting, please submit a resume for both). Please make note of previous workshops you have presented, including workshop topic, date and sponsoring organization.
- A digital photograph (head shot) to be published in the newsletter

Email all required information to jwilliams.naswmd@socialworkers.org by noon on Monday, November 13, 2017. If you wish to mail your forms, please send to: NASW-MD Chapter/ 5750 Executive Drive, Suite 100/ Baltimore, MD 21228.

The Doula Network

A professional network where Doulas can continue to learn and provide holistic end of life care.

121 N. Main St. Suite 310 Greensburg, PA 15601
(P)724.515.5251
(F)724.382.4312
www.promisenetwork.org

Now offering Professional End of Life Doula trainings in Maryland brought to you by: The Promise Network: Professionals Striving for Enhanced End of Life Care.

Join us as we engage in an intense 2-day training that breaks through the holistic ways of providing enhanced non-medical end of life care.

**CEUs available for this training**
*Multiple Locations*

Register at our website above or give us a call today!!
Tips for Social Workers

1. Don’t “friend” clients
   Social workers should adopt a policy that prohibits engaging with clients on social networking sites (e.g., becoming Facebook friends or LinkedIn connections) to avoid raising boundary issues. Clients are not friends.

   The NASW Code of Ethics, standard 1.06(e) Conflicts of Interest, states that “dual or multiple relationships occur when social workers relate to clients in more than one relationship, whether professional, social, or business and cautions against engaging in dual or multiple relationships with clients or former clients.” This responsibility to avoid conflicts of interest does not change with the use of social media.

2. Don’t blog, post, or make negative comments about work matters or colleagues

   Social workers should be mindful of the implications of connecting with colleagues or posting comments related to their employment on social media sites. Social workers may be held professionally accountable for their own posts and those of everyone in their network.

   The NASW Code of Ethics, standard 2.01 Respect, states that “social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues.” In addition, the code requires that “social workers avoid unwarranted negative criticism of colleagues in communications with clients or with other professionals.”

   The code also requires, in standard 4.06 Misrepresentation, that “social workers make clear distinctions between statements made and actions engaged in as a private individual and as a representative of the social work profession, a professional social work organization, or the social worker’s employing agency.”

   Remember, posts and comments read by your colleagues may be scrutinized through the lens of these standards: 2.02 Confidentiality, 2.11 Unethical Conduct of colleagues, to name a few.

   Remember that these standards apply online as they do in the actual work environment.

3. Manage the privacy and location settings on your social media accounts

   Do you know what comes up when people Google your name? What personal information do your clients and/or colleagues have access to? Even under the most secure privacy settings, social media sites do not and cannot guarantee your privacy. Moreover, social media security and privacy are often compromised by updated policies that require action in order to maintain privacy, e.g. who can see your profile information, visibility of what you or your friends share or post on sites, etc. It is incumbent on you to stay abreast of your own online profile and manage what you post.

4. Implement a social media and technology policy

   Having a clearly stated policy around social media and technology can mitigate a lot of unnecessary risk. Be clear about your policy at the onset of any client or collegial engagement and be consistent in its application. This applies to individual practitioners and agencies / employers.

   According to Frederic G. Reamer, PhD, social workers are quickly discovering that a social media policy reflecting current ethical standards can simultaneously protect clients and practitioners.

   Social workers should incorporate the use of technology (including the use of e-mail, text messages, video conferencing, etc.) only on the basis of existing competence or the intention to acquire the necessary competence.

   The NASW Code of Ethics, standard 4.01 Competence, requires that social workers strive to become and remain proficient in professional practice and the performance of professional functions. Social workers should critically examine and keep current with emerging knowledge relevant to social work. Social workers should routinely review the professional literature and participate in continuing education relevant to social work practice and social work ethics. These requirements are extended to the use of technology.

   In addition, standard 4, Technical Competencies of the NASW and ASWB Standard for Technology and Social Work Practice, states that social workers shall be responsible for becoming proficient in the technological skills and tools required for competent and ethical practice and for seeking appropriate training and consultation to stay current with emerging technologies.

5. Make clients aware of how their use of social media may compromise their confidentiality

   It is important to discuss with clients, as early as possible and as often as necessary, the importance of discretion on social media. Here is some useful information to share with your clients:

   Clients who activate location-based services on social media and other sites may inadvertently divulge their whereabouts, e.g. in your office for a therapy session.

   Sites that allow users to rate their practitioners may also compromise client’s confidentiality.

   Friend their therapist may compromise the client’s confidentiality.

6. To Google or not to Google clients?

   The question of whether social workers should Google their clients has sparked an ongoing debate that is yet to be resolved. There is one school of thought that asserts that Googling is clearly a violation of a client’s privacy and should never be done. Another perspective is that online information is public and therefore not a violation, especially in emergencies. Then there are the various perspectives on this issue that fall somewhere in the middle. Before deciding to Google a client, social workers should:

   Determine whether or not the search is clinically indicated and governed by a standard of practice as opposed to satisfying personal curiosity

   Be mindful of the impact that the results might have on the therapeutic relationship. Consider informed consent and the need to include Googling in any social media policy.

7. Become fully competent in the use of technology before implementing it in your practice

   Social workers should incorporate the use of technology (including the use of e-mail, text messages, video conferencing, etc.) only on the basis of existing competence or the intention to acquire the necessary competence.

   The NASW Code of Ethics, standard 4.01 Competence, requires that social workers strive to become and remain proficient in professional practice and the performance of professional functions. Social workers should critically examine and keep current with emerging knowledge relevant to social work. Social workers should routinely review the professional literature and participate in continuing education relevant to social work practice and social work ethics. These requirements are extended to the use of technology.
CALL FOR NOMINATIONS

It’s time once again to nominate new people to the
Chapter Board of Directors and the
Chapter Committee on Nominations and Leadership Identification

Please go to our website (www.nasw-md.org), look to the right hand
side and click on “Leadership Opportunities” for more information and
nomination forms. If you have any questions please call
Daphne at (410) 788-1066 ext. 16.

The deadline to nominate yourself or someone else
(get the nominee’s permission), is March 4, 2018.

The following positions are open:

- First Vice President
- Secretary
- Branch Representative - Eastern Shore
- Branch Representative - Southern MD
- Branch Representative - Suburban MD
- Branch Representative - Metro Baltimore
- Western Maryland Representative
- New Professional Representative
- MSW Student Representative
- BSW Student Representative

All positions are for two years: July 1, 2018-June 30, 2020, except for the student
representatives to the board which are for one year: July 1, 2018-June 30, 2019.

CNLI- Committee on Nominations and Leadership Identification

We need five new members - one from each branch. This committee will meet as needed to
nominate people for office and to select the Awardees for the Annual Conference.

PACE - Finally, we are looking for members of PACE (Political Action for Candidate
Election) from each of our five branches.

To complete a nominations form please go to www.nasw-md.org, click on “About Us” in the
masthead and then click on “Leadership Opportunities.”
Handling Damaged or Destroyed Records

By Elizabeth M. Felton, JD, LICSW, Associate Counsel
And Carolyn I. Polowy, JD, Of Counsel

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Damage to both paper and electronic records may result from flooding, hurricanes, fires, or other natural disasters. However, even in those unfortunate circumstances, a social worker is still required to maintain confidentiality and retain client records for the required period of time. When records have been damaged, reasonable steps must be taken to assess the damage and to salvage or destroy the records, if necessary. This article discusses what steps to take when client records are damaged or destroyed.

Assessment

Natural disasters can result in extensive damage to important documents such as client records. Social workers should have appropriate property insurance to cover natural disasters. Another preventive measure is to include the possibility of natural disasters when conducting the HIPAA risk analysis and consider ways to decrease the risks associated with the possibility of a natural disaster (i.e., backing up/recovering data, reconstructing and destroying records). For more information on conducting a risk analysis, review the Legal Issue of the Month, HIPAA Security Risk Analysis for Social Worker (January 2017).

It is necessary to have disaster recovery and backup plans to avoid the loss of client records. Document restoration should be included as part of emergency preparedness and disaster planning. During the risk analysis, social workers should establish, evaluate, and update, a contingency operations plan that will protect records and make them accessible during an emergency. Key elements of a contingency operations plan include a data backup system for computer programs that are in use, a disaster recovery plan that identifies key areas of concern, an emergency-mode operation plan that takes into consideration loss of records and interference with communication channels, staff training for emergency situations, and assigned roles and responsibilities during crises.

Reconstruction

Social workers should have systems in place to assess whether recovery of records is an option and consider the services of a restoration company to restore any damaged records. If the records can be restored, obtain a HIPAA business associate agreement (BAA) with any vendor that is used to restore damaged records. For electronic records kept with an offsite provider, review the terms of the contract to determine what assistance can be provided with electronic data recovery and back-up records.

If records cannot be recovered, additional steps must be taken to reconstruct clients’ destroyed records for the purpose of future treatment. Practitioners should make reasonable efforts to reconstruct the records by pulling together information from other sources and systems (i.e., obtain copies of claims filed for services rendered, explanation of benefits (EOBs), previously distributed records available from other providers who treated client, contact off site providers of electronic records (EHR) for back up records). The client record should include clear documentation that the chart was reconstructed, sources of information during the process, and efforts made to obtain additional information.

It is also important to include the current date when recreating records, the circumstances, and make sure the new clinical record reflects that the client’s history may be incomplete due to loss or destruction of records. Clinicians should notify clients of the reason for the damaged records, keep a copy of the letter sent to the client, and request clients to resubmit history forms if they have been previously provided (i.e., intake form, treatment history, medication lists).

Destruction

When records are destroyed such as by flood or fire, they need to be disposed of properly to protect patient confidentiality and to comply with HIPAA regulations. Start by assessing the extent of the damage to the records to determine if they are unsalvageable and need to be destroyed. Before destroying records, they must be considered unusable, unreadable, or indelible. Be sure to document the damage to the records and any efforts at recovery. For example, documentation may include a memo to file that explains the event, date, severity, resulting damage, destruction, photographs of the damaged documents, videos, and copies of claims made to the insurance carrier.

Also keep a log (i.e., name, DOB, timeframe of treatment, which was destroyed, how, and date of destruction) of which records were damaged or destroyed. Report the loss to your property insurance carrier, take pictures to document the damage, and maintain documentation of the destruction. Obtain a business associate agreement with any vendor used for final destruction of records because the HIPAA requirements for protecting clients’ confidentiality still applies to these records. It is recommended that practitioners use a company that follows HIPAA standards and specializes in secure and confidential document destruction.

Conclusion

Avoiding additional problems after client records are damaged or destroyed requires careful attention to HIPAA requirements. Taking appropriate preventive measures and following through with the necessary steps to deal with damaged records should result in the proper restoration or destruction of documents and ultimately, some peace of mind.

ARE YOUR CLIENTS TOO SICK TO WORK BUT TOO YOUNG TO RETIRE?
DO THEY NEED SOCIAL SECURITY DISABILITY BENEFITS?

Getting Social Security disability benefits is a long, hard process. Your clients must understand Social Security’s rules and regulations. They can learn what it takes to win a disability case at my FREE SEMINAR:

What You Must Know to Get Social Security Disability Benefits

Wednesday, January 31, 2018 at 6:00 p.m.
White Marsh Library
8133 Sandpiper Circle
Nottingham, MD 21236
The seminars are FREE but seating is limited. Reserve a seat today by calling my office at 410-527-1740

Can’t make the Seminar? Your clients can still order a FREE COPY of my book by calling the Toll Free Hotline at 1-877-764-7870 or go to my website:

www.SharonChristieLaw.com

SHARON A. CHRISTIE, Nurse-Attorney

Resources

- Social Workers and Post-Disaster Record Keeping Questions (Legal Issue of the Month, January 2006)
- Social Workers and Clinical Notes (Law Notes, 2001)
- Notes
- HIPAA 45 CFR 164.310
- HIPAA 45 CFR 164.308
- HIPAA 45 CFR 164.530
HELP WANTED

LICENSED THERAPISTS
Fantastic job opportunity for licensed therapists in Pikesville. PsychoCare is seeking an energetic therapist for a rapidly growing and well-established group practice. Flexible hours, great location. Fully furnished offices. Established referral base. Competitive Salary. Maryland independent license is required. Send vitae and cover letter to hiring@PsychoCareMD.com.
For more information call 410-343-9756 (www.PsychoCareMD.com).

LCSW-C/LPCC
Expanding Cecil County area psychotherapy practice seeks full or part time therapists with LCSW-C or LPCC. Insurance credentialing, case-load, and flexible scheduling provided. Great income potential! Contact/Send cover letter and resume to pathways4mentalthelth12@gmail.com

CLINICAL SOCORAL WORKER 1

BILINGUAL MENTAL HEALTH CLINICIANS
Synergy Family Services, Inc. is an Outpatient Mental Health Clinic and Psychiatric Rehabilitation Program in Prince George’s County, Maryland and is seeking BILINGUAL (English/Spanish) Mental Health Clinicians who have an LCSW, LGPC, or LCPC to provide therapeutic services to adults, children, adolescents & families.
Please Contact: sfmentalhealth@gmail.com

PRIVATE PRACTICE
Seeking energetic LCSW-C/LPCC to join rapidly growing group practice in Baltimore. Set your own hours and practice specifics as this is your practice. Flexible hours, great location, competitive pay, established referral base. Maryland independent licensure is required. Please forward resume to DrMollyHauck@gmail.com or (301) 881-4884, ext. 3.

OUTREACH REFERRAL SPECIALIST
The Johns Hopkins University Counseling Center is seeking an Insurance and Outreach Referral Specialist to assist students with insurance and referral issues and educate them on the current Student Health Benefit Plan. Responsibilities will include 1:1 and group meetings with students as well as outreach to in-network and out-of-network community providers. For more information, and to apply, go to https://jobs.jhu.edu/ and search for position #2280.

LCSW-CS NEEDED
Alternative Counseling & Wellness Center is seeking fully licensed professionals who would like to join our supportive private practice. We are over-weighted with referrals in Towson, Baltimore, Belair, Ellicott City and Crofton. We provide furnished offices, practice management system, billing, marketing, credentialing and the highest compensation. Send resume to info@ alternativecounseling.net

FULL AND PART TIME POSITIONS ARE AVAILABLE FOR LSW’S LCSW-C’S AND LCPC’S to work in the Western Maryland Jack E. Barr Center for Well-Being, an outpatient mental health clinic.
Service locations include Boonsboro and Hagerstown, Maryland. Please contact Ellen Savoy at esavoy@sanmarhome.org for more information.

FOR RENT
SILVER SPRING
Office for rent. $780/month includes rent, cleaning, supplies, fax, copier, FIOS, and more; convenient to public transportation with ample tree parking; weekly peer supervision; referrals. Call Barbara at 240-381-2861.

OWINGS MILLS SUBLET
Two offices available. Share office space with Psychiatrist and Social Worker. All inclusive rent includes shared furnished waiting room, utilities, bathrooms, parking, etc. Flexible terms and very reasonable rent. Internet access. Excellent Location. Call Dean (410) 596-4917.

BELVEDERE SQUARE
Sublet available now. Beautiful, large office in quaint, renovated firehouse, Belvedere Square/Govans area. Wednesdays, Fridays. All amenities. Contact genie moore, LCSW-C for more information: genieromoor e.com / 410-967-8882 11/7/17

ROCKVILLE
Office in beautiful suite with high ceilings and window on Executive Blvd. $750, including additional expenses (cleaning, water, telephone, internet, and supplies). Contact Molly Hack, Ph.D., Psychologist, at DhMollyHack@gmail.com or (301) 881-4884, ext. 3.

CLINICAL SUPERVISION - WEEKENDS IN CATONSVILLE
Supportive clinical supervision with a trauma-informed, body-centered focus for new and experienced Social Workers. Contact Karen Helrich, LCSW-C at karenhelrichlcsw@gmail.com or visit http://karenhelrich.com/clinical-supervision.html.

DO YOUR CLIENTS NEED SOCIAL SECURITY DISABILITY BENEFITS?
Getting Social Security Disability benefits is a long, hard process. Your clients can learn what it takes to win a disability case by ordering a FREE COPY of my Unofficial Guide to Social Security Disability Claims. Order by calling my office at (877) 764-7870 or go to my website: www.SharonChristlie.com/freebook.

NEW PATIENTS AND CLINICAL SUPERVISION
Inspired Consulting Group, LLC is accepting new patients for individual, family, and group therapy. We are available for in-home counseling on a limited basis. Additionally, we offer clinical supervision for social work licensing. Visit us on the web at www.inspiredconsultinggroup.net. You can also find us on Psychology Today – https://therapists.psychologytoday.com/rms/prof/det ail.php?profid=348706 5600 Taylor Road, Riverdale, MD 20737. Please call 801-877-3721.

FOR EARN SOCIAL WORK CEUS

THE HARFORD COUNTY TRAUMA INSTITUTE
Presents the 4th Annual Conference on November 17, 2017 with keynote speaker Alice Sebold, author of The Lovely Bones and Lucky. 6 CEUs for only $70 Register at https://www.harfordcountytraumainstitute.com/

PROMISESCARE DOULA NETWORK
A professional doula with Doulas can learn and provide holistic end of life care. 121 N. Main St. Suite 310 Greensboro, PA 15601 412.322.5295 • (32) 382.4312 wonderfulwomennetwork.org. Now offering professional end of life doula trainings in Maryland brought to you by The Promise Network: Professionals Striving for Enhanced End of Life Care. Join us as we engage in an intense 2-day training that breaks through the holistic ways of providing enhanced non-medical end of life care. **CEUs available for this training** “Multiple Locations” Register at our website above or give us a call today!

PSYCHOPHARMACOLOGY UPDATE
2017 presented by The Maryland Psychiatric Society – Saturday, November 11th @ The Conference Center at Stepping Pratt. 5 CME/CEU hours. For more information or to register please visit http://mdpsych.org/meetings/ psychopharmacology-update/

NOV. 9TH THE CLINICAL IS THE POLITICAL: TALKING SOCIAL JUSTICE IN TREATMENT SETTINGS for more information and to register: swsocp um.umd.edu/CourseStatus.asp?&course=F17-702
UNRAVELING RACISM
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or work to dismantle it. One of the most powerful steps we can take is to examine our own practice and biases and work for change within ourselves and our agencies. Many participants said they would like more opportunities to continue the dialogue. They would like more education on personal lives. SWUR plans to continue to do as social workers and in our personal lives.

The next dialogue will be held on Friday, February 2 from 1:30-4:00 pm at the NASW office. Additionally, the committee will host a movie and discussion (movie TBD, but will be focusing on racism) on Sunday, February 4th. Registration for both events will be available soon on the NASW-MD website under “Continuing Education.”

If you are interested in further opportunities to be involved in social justice through anti-racist social work practice, please join us at SWUR. The committee meets on the fourth Tuesday of each month at the NASW-MD chapter office. If you are interested in learning more about the work of the committee, please contact co-chairs Barbie Johnson-Lewis bjohnsonlewis@yahoo.com or Sarah Frazell sarah.e.frazell@gmail.com

them to be more involved in their communities. “Not getting involved is an action, and you are enabling other forces to get involved without you,” she stated. Her most memorable quote of the day, “Get off the benches and into the trenches,” further empowered attendees, who cheered and commended her for her many accomplishments while in office.

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