VICTORY! Social Work Licensure Bill Passes the Legislature! Next Stop: The Governor’s Desk!

By Valerie Arendt, MSW, MPP; Executive Director

After two years of bill drafting and meeting with legislators and stakeholders and another 99 weeks (and two days) lobbying at the legislature, NASW-NC has succeeded in saving clinical social work licensure in North Carolina! On October 30 and 31, 2019, the North Carolina Senate and House passed SB537, which included eight bills that were merged into one, including required changes to the Social Work Practice Act.

Background: The North Carolina Social Work Certification and Licensure Board (NCSWCLB) reached out to NASW North Carolina in December 2017 to let us know they were out of compliance with the way North Carolina administers the Association of Social Work Board (ASWB) Clinical Social Work exam. ASWB said that North Carolina can no longer use the clinical social work exam if NCSWCLB doesn’t come into compliance with their exam use policy (bit.ly/338LR93) by June 30, 2021. In order to correct this exam misuse, the North Carolina Social Worker Certification and Licensure Act needed to be amended and the only way to do that was to work with the legislature to introduce a bill with changes to our social work statute.

Fast forward fifteen months and we successfully had HB203 (bit.ly/36n7apq) introduced by the three social workers in the North Carolina House of Representatives on February 26, 2019. It was assigned to three committees. IMPORTANT TO NOTE: NASW-NC prevented the addition of the Master Level Social Work Exam requirement for all LCSWAs that NCSWCLB wanted in this bill language. NASW-NC believes an additional exam is a financial hardship for new social workers and would delay entry into the profession. Neither ASWB nor NCSWCLB could provide any data that proves this additional exam would better protect the public, so they agreed to leave out the additional exam. This is a huge example of NASW-NC’s activism work for our membership!

After two months and no movement on HB203 into assigned committees, NASW-NC worked with House leadership to combine three bills in order for our bill to make it through session. Our new bill, HB678 (bit.ly/327Veod) successfully passed the NC House in May.

It was a short-lived victory, because this bill sat in several Senate committees all summer with no movement. Kay Castillo, NASW-NC Director of Advocacy, Policy and Legislation, then worked with House leadership to have HB678 combined into SB537 (bit.ly/2NaFTU), which had already passed the Senate. On August 5, SB537 passed the House unanimously but the Senate did not concur and our bill was sent to a House/Senate Conference Committee to be worked out. The Senate voted not to concur because they wanted to add another bill (unrelated to social work licensure) to SB537.

Two months later, and after many more hours of lobbying by NASW-NC, the Conference Committee approved SB537, a combined EIGHT bills, for a Senate vote. We are thrilled SB537 has passed the Senate and the House and is on its way to Governor Cooper to be signed into law.

I cannot stress to you enough how critical having a lobbyist is to getting any legislation passed. Your NASW-NC lobbyist Kay Castillo has been working tirelessly at the NC General Assembly for the last 40 weeks to get this law passed and essentially save clinical social work licensure for the entire state. This would not be possible without your NASW membership. Thank you.

What’s next? NASW-NC will be getting out information about these licensure changes to our membership in the next few months, but ultimately, as of January 1, 2021, all LCSWAs will need to complete all 3,000 hours of clinical social work experience and 100 hours of supervision before they can take the ASWB clinical social work licensure exam.

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We need great advocates. They know the right words to say and provide inspiration to imagine what could be if we do what is just. In October, we lost one such advocate: Rep. Elijah Cummings, a Baltimore congressman and civil rights leader who fought for children, anti-poverty, civil rights, immigration, health care, criminal justice, and many other issues.

Part of what made him remarkable was his incredible resiliency. After growing up in the inner city and struggling and being in special education in school, he became a lawyer. His strong baritone voice was moving. “Many of these Americans who are struggling to survive are Americans of color… their cries for assistance confront America with a test of our moral compass as a nation.” It was his moral conscience that propelled his incredible work to focus on the present and our future. Our country has thrived because of diversity; and yet, public discourse is divisive. He reminded us, “Come on now! We are better than that!”

Congressman Cummings had a wonderful ability to focus on the common ground shared with other people with differing views. With immigration, he passionately investigated detention facilities and the mistreatment of children. “Our children are the living messages we send to a future we will ever see… will we rob them of their destiny? Will we rob them of their dreams? No – we will not do that.” He promoted voting rights and appreciated that gerrymandering, voter IDs, and restricting early voting predominately affected people of color, working class, and older individuals. “Voting is crucial, and I don’t give a damn how you look at it: there are efforts to stop people from voting. That’s not right. This is not Russia. This is the United States of America.”

“From my own life experience, I can attest that we have come a long way toward universal justice in this country, but we are not there yet.” Congressman Cummings worked until his death on behalf of his community and all our communities. There is more to do.

NASW-NC is updating our diversity plan and values the diversity in our profession. Social workers are agents of change and critical thinkers in which civility and acceptance of all viewpoints are heard. At the 2019 NASW-NC Fall Conference, Derrik Anderson, an advocate and leader from NASW-NC’s Board of Directors, will provide the keynote on issues of race and ethics. NASW is committed to continuing a compassionate conversation that calls on us all to grow.

Special thanks to Executive Director and true advocate, Valerie Arendt, for coming to UNC-Wilmington to present to our BSW and MSW students this fall. In describing NASW-NC’s recent work with legislators, explaining concerns around voter suppression, and giving voice to the most vulnerable, her passion really inspired many students. Many liked learning that Voting is Social Work and may even consider running for office.

Please consider sharing your talents with NASW-NC and joining the Board of Directors, which will soon be recruiting. Be a NASW North Carolina advocate, and be part of the conversation and part of the change. Elijah Cummings would tell us, “I’m going to do what feeds my soul.”

As always, please email me with any thoughts or questions, carolyngcraddock@gmail.com.
I can’t help it. This is my seventh newsletter column as Executive Director of NASW-NC and the third time I have covered voting and elections. The stakes are too high not to go all in to strengthen the voice of social work in North Carolina and defend the democratic process. Now that I have been a Registered Lobbyist in North Carolina for ten whole months, I am emboiled in the legislative “game” and how politics work from the inside. I believe now more than ever that every citizen should be able to access the vote in a fair election.

Over the last decade, North Carolina has become infamous for some of the nation’s most harmful voter suppression tactics — from racially-AND politically-gerrymandered voting districts, to strict photo voter ID laws, and, most recently, vote theft in North Carolina’s Ninth Congressional District. These attacks have also extended to Early Voting, the 17-day period before Election Day when the majority of North Carolina voters cast their ballots. In 2016, more than 60% of voters cast their ballots early. In 2018, the NC Legislature passed a bill that eliminated the last Saturday of Early Voting, the most popular day for Early Voting. The elimination of the last Saturday disproportionately harms young voters, Black voters, Latinx voters, and voters in many rural counties.

**VICTORY in the battle against voter suppression!** This week (October 29, 2019), state lawmakers voted to restore the final Saturday of Early Voting as part of new absentee voting restrictions. Senate Bill 683 ([bit.ly/2WrN6xG](http://bit.ly/2WrN6xG)), which passed unanimously in the Senate and House, also shifted uniform weekday options to 8 a.m. to 7:30 p.m., from the previous 7-to-7 mandate.

However, voters who want to vote by mail will now need to request absentee ballots from their county board of elections themselves (or have a close relative do so for them) in writing, forbidding others from assisting them. Requests would also have to include some verification of the voter’s identity.

**Voter ID is Almost Here – Social Workers Should Facilitate Informed Participation**

Beginning in 2020, when you vote in North Carolina, you will be asked to show valid photo ID. Voter ID laws deprive many voters of their right to vote, reduce participation, and stand in opposition to our country’s trend of including more Americans in the democratic process. It is highly unlikely that some of the client populations we work with will be prepared for this constitutional mandate. In the NASW Code of Ethics, Standard 6.02 Public Participation states, “Social workers should facilitate informed participation by the public in shaping social policies and institutions. Facilitate Informed Participation = Voter Access.

The North Carolina State Board of Elections ([www.ncsbe.gov/Voter-ID](http://www.ncsbe.gov/Voter-ID)) has a list of acceptable forms of photo identification. North Carolinians can obtain a [free Voter ID Card](http://www.ncsbe.gov/Voter-ID) at their county board of elections until the Friday before the election. However, as social workers, we know that even this “free” ID is not really free to many who don’t have access to transportation or cannot physically leave their homes.

If you vote by absentee ballot, you must enclose a copy of your photo ID unless you sign an affidavit declaring that a reasonable impediment prevented you from enclosing a copy of your photo ID. Again, this is a significant barrier to those who don’t have access to photocopiers, printers or transportation. **This is where the social work profession will be critical in helping thousands of North Carolinians obtain an ID to vote.** North Carolina needs you!

We are working closely with Democracy NC to help educate the public about the new Voter ID law. Download your Voter ID Resource Guide here: [bit.ly/2Noe5GD](http://bit.ly/2Noe5GD), and be on the lookout for more information including webinars on voting from NASW-NC in 2020.
Lisa Gwyther, MSW, LCSW, is an Associate Professor in the Department of Psychiatry and Behavioral Sciences at Duke University School of Medicine. An NASW-NC member for almost 44 years, she has made great strides in her work in both aging and dementia care and services. Lisa is the founder and former Director of the Duke Dementia Family Support Program, a nationally-recognized source for dementia information and services since 1980. In her 40+ years of work at the Duke Center for Aging, the Dementia Family Support Program, and the Bryan Alzheimer’s Disease Research Center, she has made a lasting impact in the state and nationally for her groundbreaking contributions in efforts to support individuals with Alzheimer’s and related dementias and their families in caregiving advocacy, research, education, and public policy.

She has been involved in numerous federal and state advisory and advocacy initiatives that have led to dementia home and community-based care programs applied across the globe. Her leadership as President of the Gerontological Society of America (GSA) in 2008 led to the creation of programs and funding to encourage a more dementia-capable workforce. Through her service, her research, and her individual interactions, Lisa has touched many people and has transformed the lives of people living with dementia as well as their family members.

“Social work offers me the chance to make a difference on an individual, family, community and policy level. I’m fortunate to have this rich inter-professional and diverse career opportunity from a home within an academic health center.”

Further supporting her work, Lisa was awarded the 2019 Pioneer Award from the North Carolina Coalition on Aging. The Pioneer Award was established in 2016 to recognize individuals who have made long-time outstanding contributions to the field of aging in North Carolina. Congratulations, Lisa!

By Autumn Yates, NASW-NC BSW Student Intern

WE NEED YOU!

“I am astounded by where I am today versus where I was when I started.”
– Triangle Springs Patient

If you or someone you know is struggling with a mental health or addiction issue, we can help. Triangle Springs offers integrated inpatient and outpatient treatment programs designed to work with individuals through each step of their recovery.

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TriangleSprings.com
NASW-NC would like to welcome the following new members who joined during the months of August, September, and October! Thank you for choosing to support your profession and advocate for social work values by joining NASW.

Coastal District (A)
Mary King
Irang Kim
Jazmyn Jones
Alexis John
Courtney Hoffmeister
Mary Hillemeier
Sarah Henderson
Katie Hazel
Sydney Hart
Zariah Harris
Tanisha Hansley
Sterling Grissom
Quanasia Grimes
Amber Fulton
Kennedy Fowle
Deja Flythe
Victoria Flores
Mariel Eaves
Michael Conroy
Katie Cooper
Anne David
Madel Eaves
Victoria Flores
Deja Flythe
Kennedy Fowle
Amber Fulton
Pooja Ganatra
Quanasia Grimes
Sterling Grissom
Laura Hagman
Tanisha Hansley
Zariah Harris
Sydney Hart
Katie Hazel
Sarah Henderson
Mary Hillemeier
Courtney Hoffmeister
Erika Holzendorf
Alexis John
Jazmyn Jones
Irang Kim
Mary King
Emily Koubal
Alicia Lassiter
Lorin Leake
Ping-Tzu Lee
Elyssa Lee
Susan Lester
Monique Lohmeyer
Sabrina Longley
Jessica Mangum
Stephanie Martin
Mary Morris
Lawrence McBride
Marian Mclean
Christopher McCormick
Alexia McCree
Bethany Minster
D’Andra Mitchell
Lorraine Monroe
Andrea Moore
Will Morgan
Rufus Moyer
Edward Murray
Fanny Navarro
Kaitlin Newsome
Albert Osbahr
Sonja Payerpaj
Yuccoooda Porter
Rosary Powell
Chelsei Raiston
Aliyah Rankin
Rashidah Richardson
Jillian Riley
Justin Rockwell
Joany Rosales
Amy Rupert
Zyniah Ryan
Patrick Ryan
Amirah Saintyl
Jorge Sanchez Zelaya
Sara Shilling
Jamie Solomon
Feira Spence
A.C. Sullivan
Jazmine Thompson
Kathryn Vinay
Katie Visconti
Alaina Watkins
Bailey Woodruff
Amy Wright
Joy Wright
Jada Young
Tiffany Floyd
Marinda Freeman
Neal Fricks
Isis Harrison
Charnise Hart
Kineshea Heyliger
Justin Hunt
Marcus Hyde
Mary Johnson
Keisha Johnston
Kori Joyce
Jaryzza Linares
Tanya Little
Samantha Martin
Melissa Martin
Antaysha Meadows
Kizzy Oliver
Patrick Palladino
Alexus Prince
Hannah Shick
Tiffany Smith
Christopher Smith
Dylan Spake
Cherokee Staples
Brianna Strickland
Andrea Taylor
Ambria Vanston
Breeana White
Sarah Womble

Central District (B)
Christine Adams
Molly Andrews
Terrell Bennett
Katherine Bishop
Taris Bogarty
Rebecca Bratsch
Eric Broadway
Marcie Burnette
Anna Butler
Devin Callery
Danielle Cifone
Janie Cole
Michael Conroy
Katie Cooper
Anne David
Madel Eaves
Victoria Flores
Deja Flythe
Kennedy Fowle
Amber Fulton
Pooja Ganatra
Quanasia Grimes
Sterling Grissom
Laura Hagman
Tanisha Hansley
Zariah Harris
Sydney Hart
Katie Hazel
Sarah Henderson
Mary Hillemeier
Courtney Hoffmeister
Erika Holzendorf
Alexis John
Jazmyn Jones
Irang Kim
Mary King
Emily Koubal
Alicia Lassiter
Lorin Leake
Ping-Tzu Lee
Elyssa Lee
Susan Lester
Monique Lohmeyer
Sabrina Longley
Jessica Mangum
Stephanie Martin
Mary Morris
Lawrence McBride
Marian Mclean
Christopher McCormick
Alexia McCree
Bethany Minster
D’Andra Mitchell
Lorraine Monroe
Andrea Moore
Will Morgan
Rufus Moyer
Edward Murray
Fanny Navarro
Kaitlin Newsome
Albert Osbahr
Sonja Payerpaj
Yuccoooda Porter
Rosary Powell
Chelsei Raiston
Aliyah Rankin
Rashidah Richardson
Jillian Riley
Justin Rockwell
Joany Rosales
Amy Rupert
Zyniah Ryan
Patrick Ryan
Amirah Saintyl
Jorge Sanchez Zelaya
Sara Shilling
Jamie Solomon
Feira Spence
A.C. Sullivan
Jazmine Thompson
Kathryn Vinay
Katie Visconti
Alaina Watkins
Bailey Woodruff
Amy Wright
Joy Wright
Jada Young
Tiffany Floyd
Marinda Freeman
Neal Fricks
Isis Harrison
Charnise Hart
Kineshea Heyliger
Justin Hunt
Marcus Hyde
Mary Johnson
Keisha Johnston
Kori Joyce
Jaryzza Linares
Tanya Little
Samantha Martin
Melissa Martin
Antaysha Meadows
Kizzy Oliver
Patrick Palladino
Alexus Prince
Hannah Shick
Tiffany Smith
Christopher Smith
Dylan Spake
Cherokee Staples
Brianna Strickland
Andrea Taylor
Ambria Vanston
Breeana White
Sarah Womble

South Piedmont District (D)
Indigo Allen
Edwin Arce
Damaria Barber
Emily Barnhardt
Sharon Bates
Lloydy Berrouet
Susanne Boyd
Kelly Buscher
Sonia Chester
Veronica Clark
Luvera Clarke
Regina Crowder-Galloway
Tia Cuthbertson
Melanie Edwards
Georgia Fesperman
Meredith Fleming
Tylor Freeman
Amona Greene
Tiara Hicks
Leigh Hildebrand
Allan Howe
Zuri Hunte
LaShana James
Amy Jewell
Courtney Johnson
Rory Kane
Elizabeth Lutz
Ebony McGee
Lauren Moore
Desiree Myrie
Brittney Nash
Brittany Nichols
Sara Nobinger
Yesenia Ocampo-Corralles
Allison O’Connor
Kaley Parkes
Joanna Patcha
Wallace Peake
Jenilee Pike Bennett
Octavia Ramsey
Dejahna Ray
Jon Rogers
Lacey Rowan
Tasha Smith
Samantha Stephens
Malia Suhren
Monayzia Taylor
Melissa Warsinsky
Kisha White
Wesley Williams
Jada Wright
Abigail Wright

Western District (E)
Elizabeth Archer
Jennifer Beck-Justus
Samantha Blevins
Laura Brito
Kasie Caswell
Calley Clarke
Jess Cory
Mariana Dorfor
Melanie Frierson
Cheri Holmes
Carisa Hooks
Jessica Hosier
Becky Jones
Kale Kelley
Maria Matarazzo
Lynne Norwood
Michelle Padron
Philip Parsons
Cea Robin
Geraldine Winston

South Central District (F)
Amanda Adams
Cristal Albor
Eden Amis
Haley Andrews
Jennifer Askin
Amanda Babel
Cristal Albor
Amber Clark
Kierre Clark
Abbey Clifton
Jennifer Colley
Mariana Davenport
Timya Duke
Chanty Durand
Christina Elder
Mazie Ellis
Gina Fimbrel
Colleen Fitzpatrick
Heidi Hammond
Serena Harper-Smith
Jessica Hackett
Kyle Hofmeister
Quentera Jackson
Hannah Jaco
Naomi James
Carly Jarman
Mahogany Lamar
Ashlee Lawson-Kilpatrick
Nicole Lenart
Morgan Love
Emily Lucas
Consepcion Martinez
Samantha Maybern
Kayla McEvoy
Jarrell McQueen
Gailyn McGaw<brn>
Chelsea Minnick
Taylor Moon
Christen Moore
Tami Morlock
Amber Norville
Jacqueline Nunez
Katelin Olavarria
Veronica Ortiz Rivera
Judy Pangborn
Halven Pearce
Rachel Piedmont
Kimberly Reynolds
Shanna Rios
Sarah Rogers
Pamela Rondo
Rachel Rood
Mia Sanchez-Johnson
Nichol Shepard
Tiffany Shivar
Sara Sloope
Elizabeth Smith
Nna Storr
Vanecia Storms
Sydney Swain
Gladiys Takyi
Sydney Theobald
Angelica Tucker
Karen Valentine
Juanita Velasquez
Lauren Vergara
Kristen Wheeler
Khondra Williams
Hannah Yaman

Other New Members
Dylan Newton
Joshua Prince
Gregory Sampson
ATTEND AN INFORMATION SESSION

MSW information sessions

Visit ssw.unc.edu/admissions for a full list of MSW info sessions.

Ph.D. information sessions

Thursday, August 29, 2019
5:30-7:30 p.m.
UNC School of Social Work, Chapel Hill, NC

Friday, November 8, 2019
1-3 p.m.
UNC School of Social Work, Chapel Hill, NC
*This session will be broadcast live. When you register, please note if you will attend on campus or online.

Friday, November 22, 2019
time TBD
NASW-NC Fall Conference, Asheville, NC

RSVP to:
Brenda Vawter, doctoral program manager
919-962-6477 or bvawter@email.unc.edu.

The Ph.D. program application deadline is December 10, 2019.

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It is a Friday afternoon, and during the course of work with a client, they disclose possible intent of harming someone they personally know. What would be your next steps? How would you balance your ethical and professional obligations to your client while wanting to safeguard a third party? Here we explore the dilemmas that this issue raises, and some frameworks to help work towards resolution.

The ethical concept of confidentiality has been a cornerstone of social work practice since the founding of the profession. However, when faced with information regarding a potential to harm a third party, social workers must quickly and prudently determine whether breaking confidentiality and risking damage to the therapeutic relationship would be the best course of action to protect third parties from harm.

**Current Standards**

The *NASW Code of Ethics* (2017), Standard 1.07, Privacy and Confidentiality instructs and directs social workers that privacy and confidentiality of the client come first, but “does not apply when disclosure is necessary to prevent serious, foreseeable, and imminent harm to a client or others.”

Furthermore, per the North Carolina Social Work Certification and Licensure Board (NCSWCLB) under the *North Carolina Administrative Code* (NCAC), § 21-63-05, provides similar direction about the need to maintain as well as the limits to confidentiality: (b) Social workers shall reveal confidential information to others only with the informed consent of the client, except in those circumstances in which not to do so would violate other laws or would result in clear and imminent danger to the client or others.

While the NASW Code of Ethics and the NCSWCLB NCAC are explicit that a social worker’s primary responsibility to a client is to maintain confidentiality, these standards permit breaking of confidentiality based on professional judgement to prevent harm. However, defining what is serious, foreseeable, and imminent remains ethically and professionally nebulous.

**Legal Cases and State Laws**

Since the 1970s, several legal decisions have helped to frame and guide social workers and other mental health professionals regarding when there would be a need to discharge a duty to protect/warn. The *case of Tarasoff v. Board of Regents of the University of California* (1974, 1976) is often seen as the beginning decision when it comes to setting limits to a client’s right to confidentiality. Please note that the following decisions apply to social workers and other mental health professionals practicing in California.

The situation leading up to *Tarasoff* involved the murder of Tatiana Tarasoff, a student at the University of California, Berkeley, by another student, Prosenjit Poddar. Poddar, during the course of a therapy session, had disclosed to his psychologist that he intended to kill an unnamed yet readily identifiable woman (Tarasoff). The psychologist, after warning local campus police, believed he did not need to warn Tarasoff of these threats (Ewing, 2005).

Following a lawsuit brought about by Tarasoff’s parents, the California Supreme Court, in what is called *Tarasoff I*, initially ruled that a mental health professional had a “duty to warn” potential victims of threats (1974), which indicated that mental health professionals, based on their assessments and with specifics in hand, had an obligation to warn an identified and intended victim (Mobley & Naughton, 2011). Two years later, in *Tarasoff II*, the California Supreme Court reheard the case, and concluded, “When a therapist determines...that his patient presents a serious danger of violence to another, he incurs an obligation to use reasonable care to protect the intended victim against such danger. The discharge of this duty may require the therapist to take one or more of various steps. Thus, it may call for him to warn the intended victim, to notify the police, or to take whatever steps are reasonably necessary under the circumstances.” (551 P. 2d 334 at 431)

In this second case, the California Supreme Court replaced duty to warn with duty to protect, which is typically seen as broader and empowers the professional to engage other resources, such as involuntary hospitalization or notifying the police, in averting harm (APA, 2013).

In addition to these rulings providing guidance, many states have developed their own duty to protect and/or warn statutes. But one significant complication is that there is no universal agreement regarding what duty to protect or warn means. It is ultimately the social worker’s responsibility to understand their statutory obligation.

**North Carolina Rulings**

North Carolina does not have, at this time, a duty to warn law similar to *Tarasoff*. However, several North Carolina court rulings summarized by Mobley and Naughton (2011) (see Pangburn v. Saad, Currie v. United States, & Davis v. North Carolina Department of Human Resources) have found that social workers have “a duty to protect third parties where a patient-client is under the clinician’s control in a mental health capacity” (p. 9).

While there is significant variability state-to-state and between court decisions, and limited clarity in North Carolina, how should a social worker proceed? Here are two frameworks for consideration and guidance.

**Frameworks**

In *Ethical Standards in Social Work: A Review of the NASW Code of Ethics* (2018), Frederic Reamer outlines four conditions that should be met for the social worker to justify disclosure of confidential information to protect a third party from harm. In these instances the social worker should:

1. Have evidence that a client poses a threat of violence to a third party;
2. Have sufficient evidence that the violent act is foreseeable and is likely to occur;
3. Have reasonable evidence that it is impending or occurring relatively soon;
4. Have reason to believe that a specific individual or others are likely to be harmed.

With Reamer’s guidance providing a foundation to guide us, Tapp and Payne (2011) offer additional guidance regarding when a social worker has a duty to protect:

**Ethics** Continued on Page 14
Do I need to have my continuing education pre-approved in order for it to be accepted for licensure renewal by the North Carolina Social Work Certification and Licensure Board (NCSWCLB)?

Are you surprised to know that the answer is both “No” and “Yes”? It all depends on the type of CE activity it is.

Face-to-Face CE and Live Webinars
Live synchronous audio-video broadcasts allowing for real time interaction between the instructor and participants attending through electronic means shall not be considered distance learning activities and does not require pre-approval.

Distance CE
If the training does not require you to be in a physical location while it is taking place, or you can complete it at home on your own schedule, then these trainings must be pre-approved. This includes recordings (including recorded webinars/videos, MP3 audio, MP4 video, and DVDs), online course work, books, and courses delivered by mail or email.

1. Who can approve distance CE for North Carolina Social Workers?

According to the North Carolina Administrative Code, Title 21, Chapter 63, Section .0401, distance learning activities MUST be approved. The North Carolina Chapter of the National Association of Social Workers (NASW-NC) can approve what is considered to be an acceptable continuing education activity for certification/licensure renewal.

For the Administrative Code in its entirety, please go to [http://70.61.113.172/code.asp](http://70.61.113.172/code.asp)

2. How will I know if the live CE event I want to attend will be accepted?

Obtaining approval from NASW-NC is not necessary in order for an education provider to offer CE contact hours at a live event to social workers in North Carolina. However, because NASW-NC champions the professional development of social workers, the chapter has developed a Continuing Education Endorsement and Approval Program. This program can serve as a guide for social workers seeking sound, relevant, and appropriate CE opportunities ([www.naswnc.org/132](http://www.naswnc.org/132)).

3. Who approves and endorses courses for NASW-NC?

The chapter has developed a Peer Review Board in order to review proposed courses. Peer Review board members are seasoned social workers who are NASW-NC members. They have expressed interest in serving the Social Work community by ensuring quality CE opportunities for social workers in North Carolina. Here is our current roster for the Peer Review Board.

Atreece Bailey, MSW, LCSW serves as a Licensed Clinical Social Worker at the Salisbury VA Health Care Center, Adjunct Instructor of Gerontology at Johnson C. Smith University and NASW-NC Certified Clinical Supervisor. Atreece received her BSW from Cleveland State University and her MSW from Barry University. Atreece celebrates her silver anniversary as a NASW member this year and currently serves NASW on three volunteer committees: Legislative, Charlotte Local Program Unit, and Peer Review Board.

Marilyn Ghezzi, MSW, LCSW is a Clinical Associate Professor at the UNC-Chapel Hill School of Social Work. She teaches courses on mental health theory and practice, group work, brief treatment, dialectical behavior therapy, differential diagnosis and other mental health topics. Prior to joining the faculty in 2008, Marilyn worked as a clinical social worker in the public mental health system for 24 years.

Karen J Koch, MSW, LCSW joined Eastern AHEC in 2004 after more than 18 years of direct practice in behavioral healthcare settings. She received her Bachelor of Arts degree in Psychology from the University of Maryland Baltimore County and her MSW in Clinical Social Work/Mental Health Concentration from the University of Maryland Baltimore. Over the years, Karen has served in several leadership roles with NASW-NC, including Greenville LPU Co-Chair.

Jessica S. Sawyer, MSW, LCSW, LCAS, CCS is a School Based Mental Health Counselor with Montgomery County Schools of Troy, NC. As a member of the NASW-NC Chapter, Jessica has served in roles such as the Vice President, District Representative, and Recognition & Award Committee. She is a current member of NASW-NC’s CNLI, Peer Review Board, and Conference Planning Committees. She received her MSW from Clark-Atlanta University and has been in the field over 15 years.

Kristin Smyth, MSW, PhD came to North Carolina from Florida, where she earned her degrees in Social Work. She is a licensed clinical social worker in both Florida and North Carolina. Dr. Smyth’s clinical and research interests include social work education and practice; qualitative research, phenomenology, and resilience; and psychotherapy and psychopathology.

Adrian Wilson, LCSW has been working over the past decade in child protective services as a social worker, social work supervisor, and currently a senior social services manager. She has worked as a permanency planning social worker with children in state/county custody and their parents, and as an in-home worker helping child victims and their families obtain treatment. She also provides clinical supervision to LCSW Associates. Adrian is currently attending Walden University to obtain a PhD in Social Work and has a concentration/specialization in Clinical Expertise.

As always, the NCWCLB has the final say as to whether the CE courses taken will be accepted in case of a CE audit. The NASW-NC CE Endorsement and Approval Programs identify providers capable of delivering high-quality, appropriate continuing education, but it is the social worker’s responsibility to see that CE gained fits within the board’s definitions of acceptable continuing education.

Don’t forget about the members-only NASW-NC CE Calendar which usually lists over 90 events across North Carolina! Be sure to log in and visit [www.naswnc.org/events](http://www.naswnc.org/events) to view this member benefit.
What an incredible legislative session we have experienced this year! The session began in January and is still in. Typically by now, legislators have been able to wrap up their work, including passing a budget by July.

Legislators will return on November 13, 2019 to work on redrawing North Carolina Congressional map after a state court found that the districts were drawn with gerrymander designed to benefit Republicans that violate the State Constitution. Legislators plan to return in January and will work on budget related bills and healthcare. As always, NASW-NC will represent social work members at each legislative session and will update members on important items.

Social Work Legislation
One of the biggest items on our Legislative Agenda has officially passed the House and the Senate! It is currently on its way to the Governor to sign into law! This is a huge victory for social workers in North Carolina and NASW-NC had your back to ensure it was passed.

Budget
North Carolina has been operating on last year’s spending levels since July 1—the start of the state’s fiscal year—since legislators have only overridden the Governor’s veto of the proposed state budget in the House (a veto override vote is also needed in the Senate).

Legislators have been passing small mini budgets by taking portions of the proposed budget and passing them as stand-alone budget items. Measures include funding for raise the age, school safety, and others.

Without a state budget, the state is looking at a potential delay for Medicaid Transformation (more on that later!) and state employees will not receive a pay raise.

Medicaid Transformation
In an October presentation to the House Health Committee, Department of Health and Human Services (DHHS) Secretary Mandy Cohen let legislators know they would need a state budget by mid-November or would be forced to delay Medicaid Transformation from its February go-live date. A few legislators on the committee suggested the state delay implementation until July but DHHS does not want to lose the momentum they have with the first deadline. Much is to be decided in the next month about what will happen. In the meantime, DHHS will continue to work with the goal of launching the Standard Plans (plans for individuals with primary physical health care needs) in February and will continue to develop the Tailored Plans (plans for individuals with primary behavioral health needs). NASW-NC is on the committee to oversee the development of Tailored Plans.

Behavioral health providers ARE needed for the Standard Plans as one major goal of Medicaid Transformation is integrated care. DHHS’s Provider Playbook (bit.ly/2MTcNnt), available on their website, has more information and webinars on signing up. Providers are encouraged to sign up by November 15th.

Additionally, open enrollment is now available (bit.ly/2MTh1eT) for beneficiaries through December 13th. If beneficiaries do not sign up by December 13th, they will be auto assigned a plan.

Virtual Office Hours
Virtual Office Hours sessions offer an interactive format for providers to have their questions answered. Providers are encouraged to submit questions in advance to Medicaid.virtualofficehours@dhhs.nc.gov for discussion during Virtual Office Hours.

Several recorded sessions that might be helpful to you as a provider can be found here: https://medicaid.ncdhhs.gov/virtual-office-hours.

For up-to-date information on what is happening at the legislature, check your twice a month EnewSWire that comes to your inbox on Tuesdays! Further, visit our website and check out Updates for Members at the bottom of the homepage and sign up for North Carolina advocacy updates (bit.ly/2Zamul7)?!

Classified:
Looking for office space to rent or lease in New Bern, NC for private clinical practice. Would consider subletting also. Please contact Myra Schneider at (410) 652-1610 or at mschneiderphd@gmail.com.
Legislative Redistricting: What You Need to Know

By Autumn Yates
NASW-NC BSW Student Intern

Two recent court decisions have impacted both the North Carolina General Assembly and Congressional district maps. While more updates are likely in the coming months, here is the latest on how these decisions will impact all North Carolinians.

For the latest on this and other advocacy news, sign up for NASW-NC advocacy updates (bit.ly/2Zamul7)! 

Gerrymandering in NC: What’s Happened So Far?

On Tuesday, September 3, 2019 a three-judge Superior Court Panel ruled unanimously (bit.ly/2q2ntY2) that partisan gerrymandering, the manipulation of district boundaries for political advantage, is unconstitutional and put minority voters at a distinct disadvantage. The legislative district lines were drawn eight years ago by a Republican majority, who have since maintained a majority in the House and Senate. The Court supported ordering the redrawing of legislative districts as being a non-partisan issue and used the state’s Constitution as a source of evidence, which accounts for the guarantee of free elections, equal protection, and freedom of speech and assembly. Furthermore, in the ruling, the Court found that a GOP strategist helped lawmakers construct the district boundaries of maps “with almost surgical precision” to disenfranchise and dilute the votes of African American and minority voters. The Court ordered that new maps needed to be redrawn and approved by September 18, 2019 to ensure fair elections occur in the 2020 elections. On Wednesday, September 18, new maps were passed in both the House and the Senate, with Senate maps being passed two days before the House maps, on Monday, September 16. On September 27, Plaintiffs from the case filed objections to the proposed House plan because nineteen of the redrawn districts still appeared to have a partisan bias. As of October 28, the Superior Court judges approved both the Senate and the House legislative district maps.

Impact on Individuals

This ruling sets the precedent for other states to legislatively oppose partisan gerrymandering after the US Supreme Court ruled earlier this year that the federal government would not prevent partisan gerrymandering within States. Fairly drawn district lines will allow individuals to have more of an impact in elections, which will help ensure better representation in the North Carolina legislature. More than anything, this ruling will protect the right of North Carolinians to choose their representatives via fair representation.

Why Social Workers Need to Know

As social workers, we are ethically bound to challenge social injustice as well as to recognize the importance of people’s dignity and worth. A key part of challenging social injustice is ensuring that we do not allow the political environment of today to silence the diverse voices of tomorrow. We do this by recognizing the importance of all people and protecting and promoting diversity at all levels. All people are adversely affected by unjust political practices, especially ones that aim to further marginalize people who are already discriminated against and misrepresented.

Looking Ahead: Congressional Redistricting

Following the three-judge panel decision of the NC Superior Court on the gerrymandering of state legislative maps, a new case arose concerning gerrymandered Congressional maps in North Carolina that were drawn in 2016. The plaintiffs, NC residents living in allegedly gerrymandered Congressional districts, are pushing for the Congressional maps to be declared unconstitutional, thrown out, and redrawn before the 2020 elections. A preliminary hearing was held on October 24, 2019 at Campbell School of Law to determine whether or not the Court will hear the case. On October 28, the court issued a preliminary injunction (bit.ly/2qNkCm7) which will block Congressional maps from being used for the 2020 elections. The court acknowledged that if the case goes further or if the General Assembly does not rectify the maps, it could affect voter turnout and have an effect on candidate filing. However, the ruling states that “the People of our state will lose the opportunity to participate in Congressional elections conducted freely and honestly to ascertain, fairly and truthfully, the will of the people.” The judges go on to urge the General Assembly to “act immediately and with all due haste to enact new Congressional districts.”

In Memoriam

Blair Barton-Percival
NASW-NC PACE Committee
NASW-NC Legislative Committee

Dedicated social worker, colleague, and friend.

GET WELL SOON LARRY!

President-Elect Lawrence Peterson has resigned from the NASW-NC Board of Directors for health reasons.

The NASW-NC staff and Board of Directors would like to thank him for his years of service to NASW and the social work profession. We wish him a speedy recovery!
Social Work Schools Awarded $6.5 Million Grant to Support Opioid Workforce Expansion

By Autumn Yates,
NASW-NC BSW Student Intern

On September 1, 2019, the Health Resources and Services Administration (HRSA) awarded a $57.46 million-dollar grant to forty-eight universities across the United States. The Opioid Workforce Expansion Professionals (OWEP) grant has the goal of enhancing community-based experiential training for students preparing to become behavioral health professionals focused on opioid use disorder and other substance use disorders.

Five North Carolina universities received awards totaling just under $6.5 million. The rate of opioid-related deaths has been increasing since 1999, with the most significant increases occurring from 2013 to 2018. According to the National Institute on Drug Abuse, in 2017 alone there were nearly two thousand opioid-related fatalities in North Carolina. Improving access to treatment, honing the skills of service providers in treating and creating dialogue with people who have substance use disorders, and alleviating stigma that surrounds people who use substances are crucial in alleviating harms associated with substance misuse.

These North Carolina universities with Social Work Departments have been selected to receive this grant:

**UNC Greensboro & North Carolina Agricultural & Technical State University, Joint Master of Social Work Program**

The University of North Carolina at Greensboro received $1.1 million. NC A&T University received $1.35 million. The grants will be used to provide stipends to 66 graduate students in the Joint Master of Social Work program over the next three years and will provide community-based experiential training.

**North Carolina State University**

North Carolina State University Department of Social Work received $1.3 million, plus an additional $898,000 for the Opioid Workforce Expansion Paraprofessionals Grant. The Professionals Grant will provide MSW students in their final year with a stipend of up to $10,000 if they are preparing to become behavioral health professionals focused on opioid use disorder and other substance use disorders. The paraprofessional grant will be used to enhance community-based training for students preparing to become behavioral health paraprofessionals focused on opioid use disorder and other substance use disorders.

**UNC Chapel Hill**

The University of North Carolina at Chapel Hill School of Social Work received $1.35 million. They will use the grant to fund the start-up of their program, UNC PrimeCare Opioid Use Disorder (OUD), which will work with several community sites. UNC Primecare OUD will be an interdepartmental program that intersects with the School of Social Work and the Department of Psychiatry in the School of Medicine. They will offer interprofessional and integrated Medication Assisted Treatment (MAT) for patients with OUD. The grant will span 3 years (September 2019- August 2022) and will allow 81 Master of Social Work students to participate in specialized training, with 27 students selected each year.

HRSA Continued on Page 13

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**Inpatient Crisis Stabilization for:**
- Children ages 5 to 12
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Molly Andrews
NASW-NC MSW Student Intern
UNC-Chapel Hill

Molly Andrews is a student intern at NASW-NC. She is in her second year of the MSW program at the University of North Carolina at Chapel Hill, with a concentration in Community, Management, and Policy Practice. Molly obtained her BA in Political Science and Peace, War, and Defense with a minor in Social and Economic Justice from UNC-Chapel Hill prior to beginning the MSW program.

Molly has worked with survivors of domestic violence, immigrants and refugees, and children experiencing food insecurity, but has always been interested in macro social work practice.

When asked what working with NASW-NC means to her, Molly said, “I am so grateful to be interning at NASW-NC this year! I am learning so much about the social work profession and the populations that we serve. Social workers are change agents in a variety of fields and do amazing work for the clients they serve, and NASW-NC works tirelessly to ensure social workers in North Carolina are equipped to do the best work possible.”

Autumn Yates
NASW-NC BSW Student Intern
UNC-Greensboro

Autumn Yates is a student intern who is completing her BSW with a minor in Peace and Conflict Studies at The University of North Carolina at Greensboro. Autumn also works with GCSTOP, a harm reduction organization in Guilford County based out of UNCG’s School of Social Work, as a Research Data Coordinator. She is passionate about promoting restorative and human-centered policies that would improve the health and well-being of people who use drugs and people in recovery.

When asked what working with NASW-NC means to her, Autumn said, “Interning with NASW-NC gives me the opportunity to advocate for social justice and learn about the intricate inner workings of policy and advocacy. It allows me to hone and develop my skills to better serve vulnerable and marginalized populations by advocating for systemic changes to support social workers and the populations we work for.”

After she graduates in May, Autumn will go on to pursue her MSW eventually work towards getting a J.D., concentrating in criminal law.
Climate Justice and Social Work

By Meredith C.F. Powers, PhD, MSW
Assistant Professor and Sustainability Fellow at
UNC-Greensboro

While the global climate crisis impacts all of us, those who are marginalized or oppressed experience it to an even greater extent. Much of the burden of unsustainable consumption patterns has fallen on the most vulnerable people in the world, who typically have the smallest consumption patterns. These individuals also receive fewer of the benefits of environmental resources. These collective patterns of unsustainable consumption contribute to the climate crisis, making it a global justice issue not only for people, but for the entire planet. This is known as climate justice.

The National Association of Social Workers is working to enhance offerings related to environmental justice and climate change. Among other resources (bit.ly/2PzZt1b), NASW circulated a practice resource, Climate Change and Health: A Call to Social Workers (bit.ly/2WsyDoo); NASW also hosted a recent webinar with Dr. Anna Hayward and Dr. Jerome Paulson on Climate, Health, & SW Practice (bit.ly/34mOxZj).

IFSW Climate Justice Program

In June of 2019, the International Federations of Social Workers launched the IFSW Climate Justice Program (bit.ly/325NB1w). This program is a way for us to take action to redress the injustices we contribute to with our personal and professional consumption patterns. The website has resources to help you learn more about climate justice, tips to shrink your ecological footprint, ways to join with advocacy efforts (such as establishing ethical travel policies for your organization) and an opportunity to contribute (bit.ly/33fXNKO) where you can invest in and support climate justice projects around the world.

Local Action for Climate Justice: Greensboro, NC

One way that social workers are active in promoting climate justice is by participating in local Climate Strike (bit.ly/326uxjz) events in their communities. The Climate Strike movement is an intergenerational, intersectional effort which has resulted in a range of ongoing events taking place around the world. Led by the youth climate strikers, people walk out of school and work to join mass marches and rallies, to music concerts, sit-ins and nonviolent direct action, connecting the climate movement to civic engagement. At the Department of Social Work at UNCG, we offer a class on environmental and climate justice. Some of my students joined me at our local Climate Strike event on September 20th and were even featured in the local news about our collective demand for transformative action. On a more personal note, I was proud to participate as a social worker and as a social work educator, but also as a mother, as I was able to accompany my 7-year-old daughter, who was a guest speaker. While this was exciting, I also realized the profound sadness that children have to fight for their lives, with no power but the “awe-factor” to persuade adults to take action. My daughter won’t be able to vote for 11 more years... what will the leaders do between now and then??? How can we not only help their voices to be heard, but make radical changes so they have hope of a future.

When I was helping my daughter prepare and write her speech, I explained that we would also participate in the peaceful protest called a “die-in” to demonstrate how we may all die if we don’t take the climate crisis seriously. She freaked out and asked, “What??!! We are all going to die?” Fighting tears from my eyes, I tried to gently respond, “Well, some people have already died or are going to die very soon as they are more vulnerable to climate change and environmental problems. These are the climate injustices we are fighting against. And while we have privilege that so far has kept us insulated from feeling the effects of it so harshly, that will not always be true.” Despite writing on and teaching about this topic every week, it hit me differently when I had to explain the seriousness to my own child. At that moment, I realized many have already lost their own children and loved ones due to climate injustices. Since then, my eco-grief has been more severe, but as a way to combat it, I carry on with radical self-care to stay active with solutions to fix the very things causing this eco-grief in the first place. I am thankful to join with students and social workers, in NC and around the world, as we join our local communities, demanding climate action for ourselves, our children, and our beautiful Mother Earth.

Western Carolina University

Western Carolina University Department of Social Work received $1.35 million. WCU intends to utilize the grant as a way to focus on increasing the understanding of substance use disorders and training future providers in seven counties in western North Carolina. They plan to train a diverse cohort of students to provide holistic services that encompass substance use disorder prevention, treatment, and recovery aspects for rural and medically underserved communities in western North Carolina. Additionally, the grant aims to increase community partnerships to provide students with internship opportunities as well as provide training opportunities for community partners, community members, first responders, healthcare professionals, and the faculty, staff, and students of WCU. A primary goal of the grant is to decrease the stigma surrounding substance misuse, increase the number of providers who understand the intricacies of substance use, and provide community members with the means to shift their thinking about substance misuse and people who use substances.

We applaud the aforementioned universities for taking steps to ensure a more informed practice for future healthcare professionals and we congratulate them on their accomplishments!

Source: https://bhw.hrsa.gov/grants/behavioral-health/opioid-workforce-expansion-professionals#nc

HRSA

This grant will also be used to create local and state systems to offer trainings, job postings, continuing education activities for current social workers and other health care providers who work with individuals with OUD.

Western Carolina University

Western Carolina University Department of Social Work received $1.35 million. WCU intends to utilize the grant as a way to focus on increasing the understanding of substance use disorders and training future providers in seven counties in western North Carolina. They plan to train a diverse cohort of students to provide holistic services that encompass substance use disorder prevention, treatment, and recovery aspects for rural and medically underserved communities in western North Carolina. Additionally, the grant aims to increase community partnerships to provide students with internship opportunities as well as provide training opportunities for community partners, community members, first responders, healthcare professionals, and the faculty, staff, and students of WCU. A primary goal of the grant is to decrease the stigma surrounding substance misuse, increase the number of providers who understand the intricacies of substance use, and provide community members with the means to shift their thinking about substance misuse and people who use substances.

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HRSA continued from Page 11

Climate, Health, & SW Practice
Welcome 2019-20 NASW-NC Student Liaisons!

Front Row: Alex Bell, Rebecca Locklear, Sulema Reichel, Alexis Brooks, Chandradai Chandler
Second Row: Emily Whitmire, Molly Andrews, Melissa Anderson, Heather Palmateer, Madeleine Tatarko, Patience Bowora, Douglas Bai
Third Row: Max Murray, Jennifer Guevara, Kee’shon Brooks, Brandon Garrick, Lindsey Norris, Hadiyya Butler, Toya Hauf
Back Row: Michelle Padrón, Joseph Makdisi, Dustin Huffman, Melissa Perry, Jonaysha Douglas

Ethics continued from Page 7

• Maintaining adequate knowledge of state and federal case and statutory laws in their jurisdiction where they practice;
• Utilizing consultation, legal advice, and supervision to:
  □ Ensure understanding of any applicable laws;
  □ Review when a situation may require breaching confidentiality and implementing duty to protect/warn interventions;
  □ Reviewing and debriefing post-event simultaneously with supervisors and legal teams;
• Developing and maintaining policies and procedures regarding duty to protect/warn;
• Obtaining and reviewing past treatment records;
• Practicing within one’s scope of knowledge, expertise, and license;
• Obtaining informed consent from clients outlining duty to protect/warn and the limits of confidentiality;
• Obtaining and maintaining professional liability insurance;
• When and if feasible, engaging the client in a strengths-based approach when needing to implement a duty to protect/warn intervention;
• Thoroughly documenting all interventions and actions;
• Engaging in self-care and self-awareness during situations where a social worker is discharging their duty to protect.

The structures and considerations provided by Reamer, Tapp, and Payne strike a balance between the ethical obligations of social workers to their clients, while also acknowledging the potential need to breach confidentiality by engaging in duty to protect efforts in order to ensure the safety of others. While there have been strides in defining what, how, and when situations require the breaking of confidentiality, striking a balance between confidentiality versus duty to protect/warn can appear to be perpetually grey. For social workers in North Carolina, it remains vital that they stay current with applicable laws and standards of practice, and to be comfortable in seeking out supervision and consultation when these situations arise.

Your NASW-NC Chapter Ethics Committee remains available for ethics consultation. This service is free only to NASW-NC members with questions about cases in which they have direct involvement. To access this service, email naswncethics@gmail.com or call 919-828-9650.

References/Resources:

A leader in social work education and research, East Carolina University prides itself on educating students for knowledgeable and competent practice. We encourage the development of high standards of personal and professional achievement, and instill an appreciation for human diversity.

Our nationally recognized faculty utilize traditional, hands-on, and experimental educational methods to ensure that our students are challenged in and out of the classroom.

Program Highlights
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Master of social work
Advanced standing MSW
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School social work licensure
Graduate certificate in gerontology
Graduate certificate in substance abuse

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School of Social Work
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Mail Stop 505
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Greenville, NC 27858-4353
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Fax: 252-328-1920
E-mail: socw@ecu.edu

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March 20, 2020
Ethics Conference
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April 18, 2020
LCSW Exam Prep Session
Raleigh, NC

May 10-13, 2020
Clinical Social Work Institute
Wilmington, NC

June 15-17, 2020
Clinical Supervision Certificate Training
Greensboro, NC

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