



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

WEBINAR SERIES

Professional Boundaries

For Peer Advocates
(Part One)

Presented live April 24, 2018



Mary McCarty-Arias, M.A., CRC

More than 25 years experience training in co-occurring disorders, HIV, and vocational rehabilitation.



This webinar training is provided under New York State Office of Alcoholism and Substance Abuse Services (OASAS) Education and Training Provider Certification Number 0115. Training under a New York State OASAS Provider Certification is acceptable for meeting all or part of the CASAC/ CPP/ CPS education and training requirements.



Important Information about CASAC Hours:

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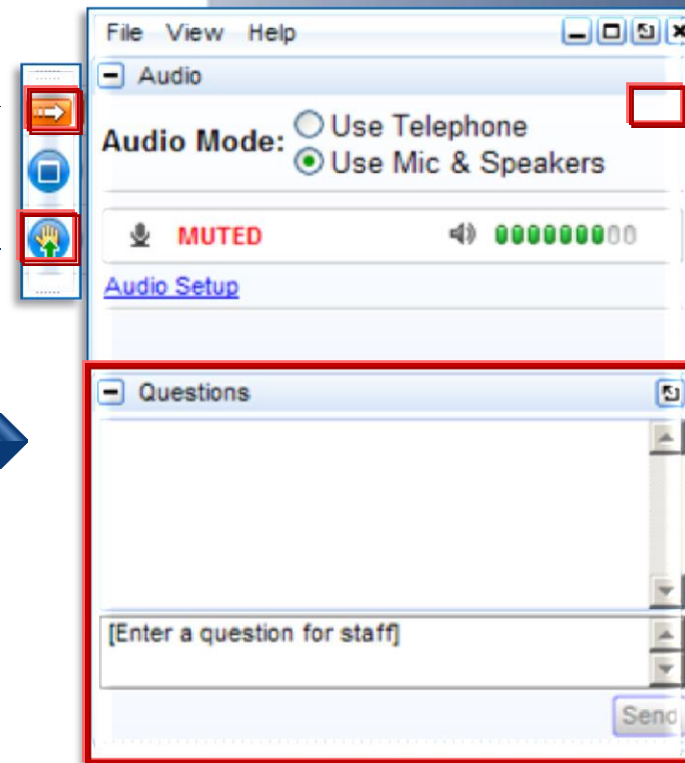


Webinar Logistics:

Control Panel ➔

Raise your hand ➔

Q & A ➔





Goals – Part One

- Increase knowledge about the importance of adhering to a code of ethics
- Encourage participants to examine your own values and beliefs about appropriate work behaviors



Objectives – Part One

- List the possible job responsibilities of a peer
- Describe the categories in the Code of Ethical and Professional Conduct for Peer Advocates



What is a Peer?

Performance Domains

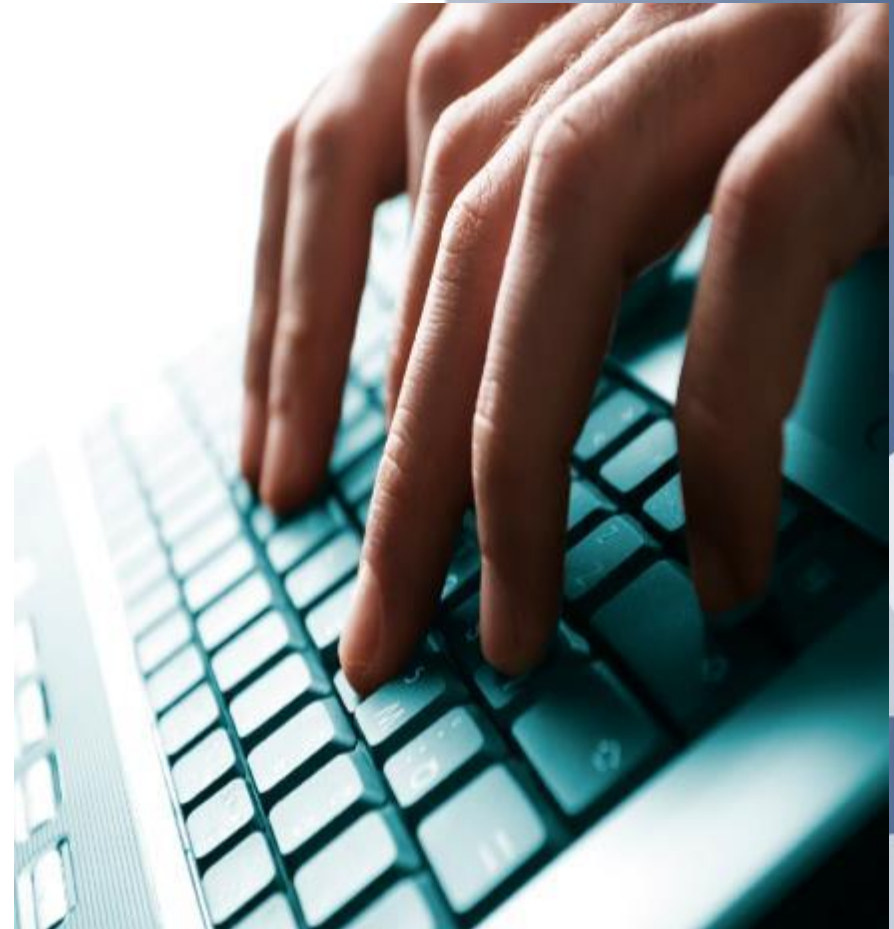
- Advocacy
- Mentoring/Educating
- Recovery/Wellness Supports
- Ethical Responsibility



Write in...

What are examples of:

- *Advocacy*
- *Mentoring/Educating*
- *Recovery/Wellness Supports*
- *Ethical Responsibility*





Peer Advocate vs. Sponsors

Peer Advocate

- Service organization
- Adjunct to treatment
- Recovery support across multiple frameworks
- “Recovery by any means necessary”
- Broad range of supportive services (education, employment, health care, housing, transportation)

Sponsors

- Voluntary mutual aid
- Isolation from professional helpers
- Support in a particular program of recovery
- 12-Step Tools used (story sharing, meetings, sober activities)

(Rosenberry, CRPA, 2017)



Peer Advocate vs. Counselors

Peer Advocate

- Facilitate ongoing lifestyle reconstruction
- Self-disclosure as a tool
- Power inequity, but less hierarchical
- Maintaining contact after discharge acceptable
- Relationship may continue for months (even years) post treatment

Counselor

- Facilitate recovery initiation
- Self-disclosure discouraged
- Power differential
- Contact outside clinical setting frowned upon
- Relationship had defined beginning, middle, and end

(Rosenberry, CRPA, 2014)



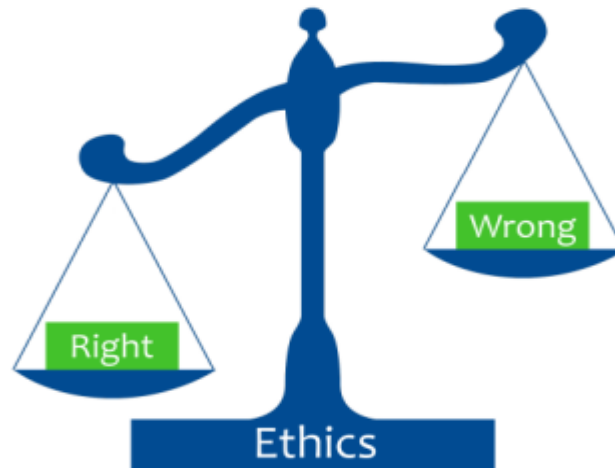
Module 2: Code of Ethical Conduct and Disciplinary Procedures





What are ethics?

- What does that word mean to you?
- Where did you learn your ethics?





Ethics Defined

Ethics are a code of behavior that guides our actions on and off the job.

How does ethics apply to boundaries?



Categories in the Code of Ethical and Professional Conduct

1. **Unlawful Conduct:**
 - No convictions for any misdemeanor or felony
 - No crimes involving possession, sale, or use of a controlled substance





2. Sexual Misconduct

One of the most violated policies

No sexual activity with clients, families of clients, or former clients

Why is it harmful to the client if you have a sexual relationship with them?





Why Is it Harmful to Have Sex with Clients?

- Breaks down the therapeutic relationship
- Our population is vulnerable
- Creates role reversal – creates boundary confusion
- Increases suicidal risk & depression for clients



When a Client Initiates....

- They may feel “love”
- They may feel dependent
- They might look at you as a savior
- They might look at you as a parent



Peer Role

- Set limits!
- Document any advances
- Use the team at case conference



3. Fraud-Related Misconduct





Fraud

- Includes false claims
- Shall not use a title or credential that you don't have
- Includes false advertisements



4. Exploitation of Clients





What does that include?

- No relationships with clients for financial gain
- No commissions, rebates, etc. for a client referral



5. Professional Standards





Standards include...

- No discrimination on the basis of race, color, sex, sexual orientation, age, religion, national origin, socio-economic status, political beliefs, psychiatric impairment, or physical disability



6. Safety & Welfare





Important Information

- Peers are mandated to report abuse and neglect & comply with mandatory reporting requirements



7. Record Keeping





8. Assisting Unqualified/Unlicensed Practice





9. Discipline in other Jurisdictions





10. Cooperation with the Board

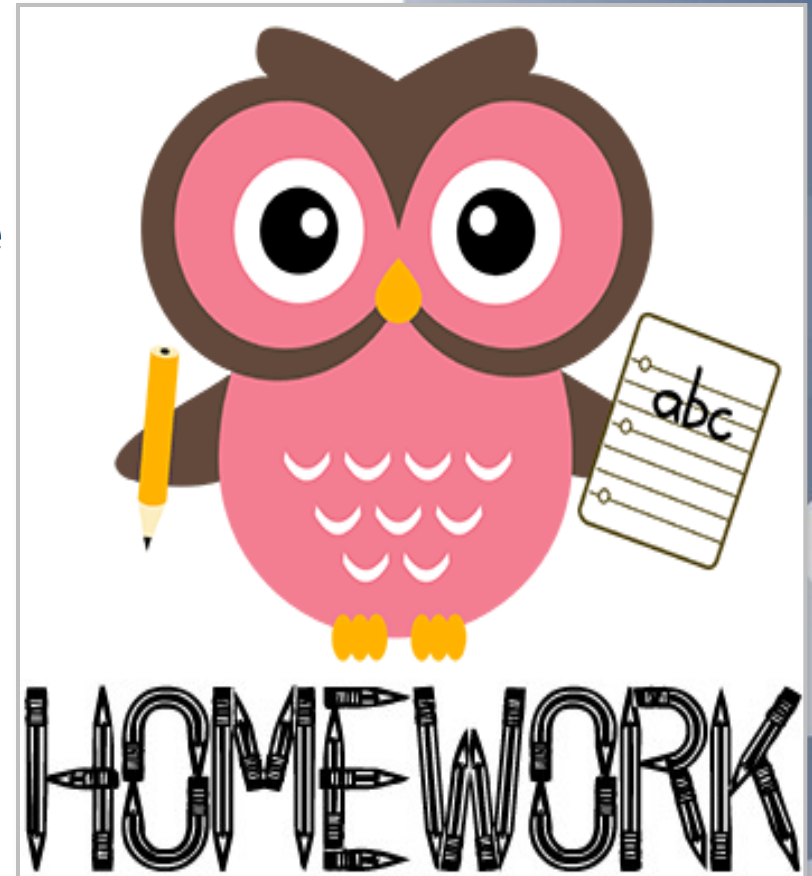






Homework

For next week, what are some of your personal boundaries?





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Professional Boundaries for Peer Advocates Webinar

End of Part One

Part two will take place on May 1, 2018

Presenter:

Mary McCarty-Arias, M.A., CRC
Program Manager/Senior Trainer

Organizer:

Clyde Frederick
Technologist/Program Support



A follow-up email will be sent to your in-box one hour after part 2 on May 1, 2018. Please complete your evaluation to receive your OASAS "Certificate of Completion". It will only take a few minutes. This course provides 3 CASAC hours.



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WEBINAR SERIES

Professional Boundaries

For Peer Advocates (Part Two)

Presented live May 1, 2018



Welcome Back!





Mary McCarty-Arias, M.A., CRC

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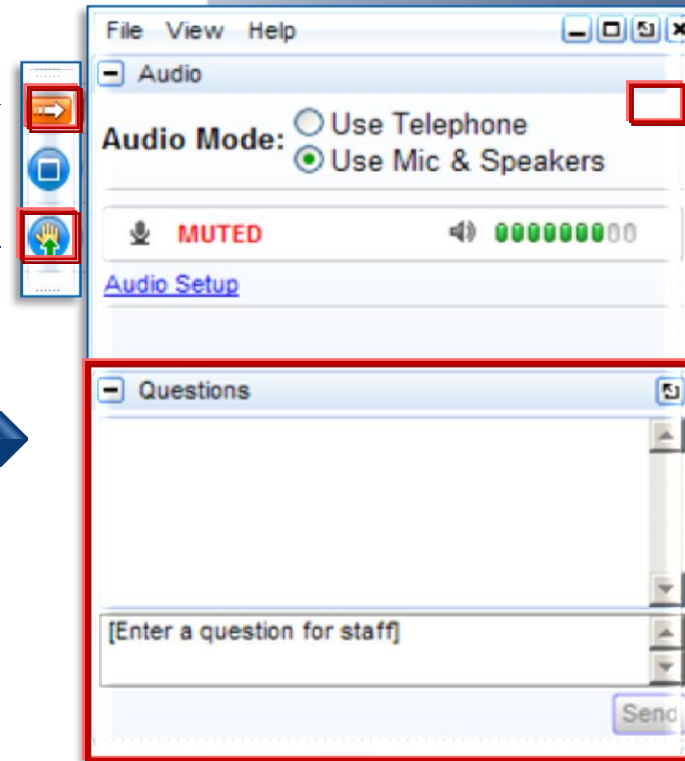


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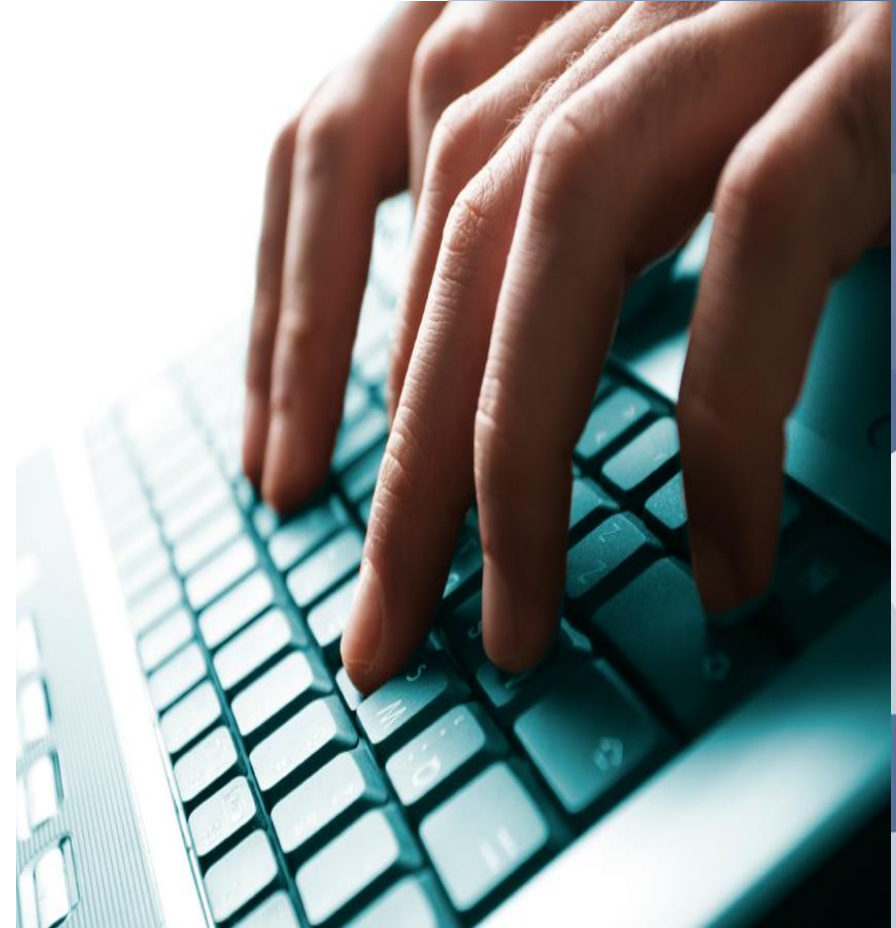
Objectives – Part 2

- Define healthy boundaries
- Define the term “dual relationship”
- List at least 5 guidelines for professionalism on the job



Write in...

Homework review:





Defining Professional Boundaries





What are Boundaries?

While ethics may be a specific code of behavior, some boundaries are based on job expectations.

Others may be based on personal values and choices.

- *What are some of your personal boundaries?*
- *Is there a difference between ethics and boundaries?*



What Purpose do they Serve?

- Boundaries set parameters.
- Boundaries help protect and inform both workers and clients.
- Boundaries give workers confidence.
- Clear boundaries help to develop trusting relationships.
- Boundaries help to develop professionalism.
- Boundaries help to clarify roles.
- Boundaries help workers separate home from work.



Activity: Do You Believe...?

- Fill out the form individually.
- Find a partner and discuss your responses.
- After 10 minutes, find another pair & compare responses.





Importance of Boundaries

The professional...

- is responsible for establishing and maintaining boundaries with their clients
- is in a position of power because of the knowledge he or she holds and the client's need for that knowledge or service
- must not misuse or abuse the position of power by crossing boundaries to maintain healthy trusting professional relationships



Boundary Considerations

- Am I making this decision because I'm uncomfortable?
- Am I sure this is best for the client?
- Have I talked to my colleagues or supervisor about this?
- Am I denying my client an opportunity to grow?
- Am I making this decision because it's the easiest thing to do?
- Is this something I can negotiate with my client?



Transference

- Feelings a client has about a counselor
- May be triggered by mannerisms, appearance, habits or by internal feelings of clients that resemble previous feeling situations with significant other in the past
- May be experienced by counselor as “client resistance”



Countertransference

- Counselor relates to client as though they were someone else
- May be based on appearance, habits, behaviors and/or counselor's internal process
- May be influenced by authority figures, early caregivers, or personal history



What are Dual Relationships?

A professional enters into a dual relationship when they assume a second role with a client, becoming worker and friend, teacher, business associate, family member, employer or sex partner.



Dangers of Dual Relationships

- They can impair a worker's objectivity.
- They can be damaging to the client/worker relationship.
- They can confuse roles and responsibilities.
- They can limit a worker's ability to confront clients.
- They may be a violation of agency policy.
- They may be unethical or in some cases, even illegal.

Remember: Be friendly with your client, but not your client's friend.



Being a Friend

- Friendships are voluntary
- Friendships are reciprocal
- Friendships are not socially sanctioned (e.g., they have no formal code of ethics)
- Friendships are not controlled (e.g., no supervisor or certification requirements)



Guidelines for Technology

What are some of the challenges you face with technology and boundaries?





Social Media Best Practices

- Professionals should not permit their private conduct to interfere with their ability to fulfill their professional responsibility.
- Think about how membership on a social networking site may affect potential or current clients.
- Professionals should respect clients' right to privacy.
- Conflicts of interest (dual relationships), privacy, confidentiality
- Clinical considerations

Facebook: Ethical and Clinical Considerations
[http://www.socialworker.com/feature-articles/ethics-articles/Facebook%3A Ethical and Clinical Considerations](http://www.socialworker.com/feature-articles/ethics-articles/Facebook%3A%20Ethical%20and%20Clinical%20Considerations)

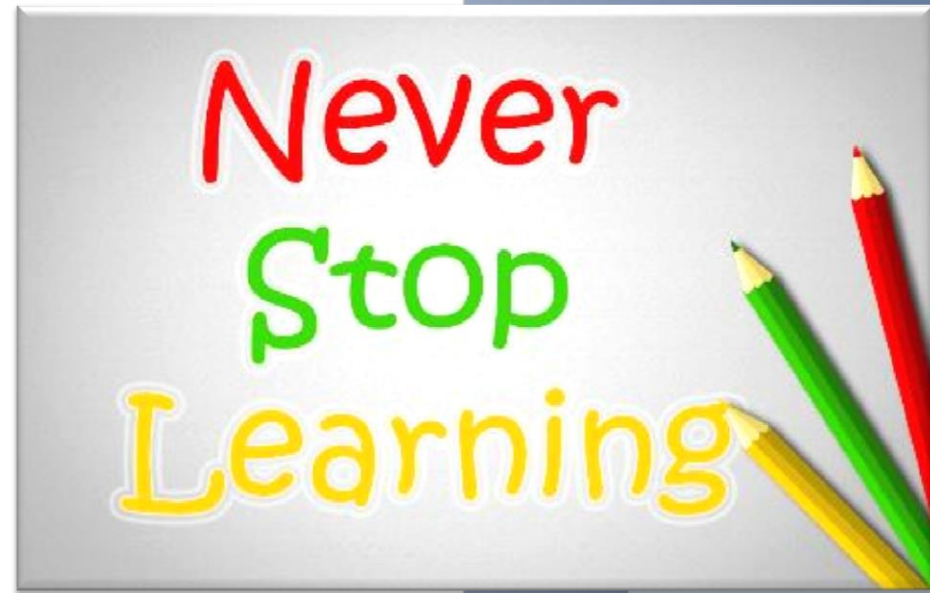
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Summary

What was the most important thing you learned today?







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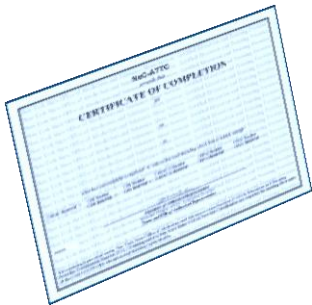
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