

An Overview of the 2023 Revisions to the Code of Professional Ethics for Certified Rehabilitation Counselors

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Symposium
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**How is the Code
updated?
What does that
process look like?**

Revision History

- First Code for Rehabilitation Counselors – 1970s.
- The original CRCC Code of Ethics was published in 1987.
- Revised about every 6-7 years.
- That process of revision is relatively lengthy.
- This past revision phase kicked off just about 2 years ago in March of 2021.
- How it starts:

Some Timeline considerations

- Review applications and select final TF members
- August of 2021 through February of 2022 monthly taskforce meetings
- March 2022 The Task force reviewed the Code in totality prior to sending it out for public comments.
- July 2022 the task force reviewed the public comments and made adjustments based upon the public comments.
- August 2022 the Ethics Committee reviewed the proposed Code and voted to accept the revised Code.
- At that point the Code then moved on for approval by the Board of Directors and that occurred in September of 2023.
- The Code went into effect as of January 1, 2023.

The Process

CODE REVISION TIMELINE

DATE	WHO	DESCRIPTION
March 2021	Ethics Committee/Staff	Discuss Process & Methodology Determine Final TF Invite Group Disseminate Invitations and Application
May 2021	Ethics Committee	Review application and select final TF members - Additional Ethics Meeting. Analyze survey results.
July 2021	Code Revision Taskforce	Initial Meeting of Code Revision TF Assignments Determined
August 2021 - January 2022	Code Revision Taskforce	Work Groups Meetings
February 2022	Code Revision Taskforce	Review and Refine Initial Draft
March 2022	Ethics Committee	Review Initial Draft Prior to Public Comment Period
March 2022 - June 2022	General Public	Public Comment Period
July 2022	Code Revision Taskforce	Review Public Comments and Incorporate into Final Draft
August 2022	Ethics Committee	Review Final Code
September 2022	Board of Directors	Approve Final Code
January 2023	N/A	Revised Code Becomes Effective January 1, 2023

CRCC Code of Ethics Revision Committee Demographics

		n	%
Gender	Female	7	58.3
	Male	5	41.7
Race/Ethnicity	White/Caucasian	8	66.7
	Black/African American	3	25
	Indigenous Person	1	8.3
Highest Degree	Doctoral Degree	7	58
	Master's	5	42
Current Work Setting	College or University	6	50
	Veteran's Health Administration	3	25
	Private For-Profit	2	17.7
	State VR Agency	1	8.3
Years of Experience		20.46 (m)	9.96 (SD)

If you were to state one major change between the 2017 version of the Code and the 2023 version of the Code what would that be?

Some General Concepts To Remember

- ✓ The ethical principles that underline the code have not changed.
- ✓ Most of it stayed the same.
- ✓ It should be something that looks familiar.

Section D: Multicultural Considerations

- Fills a void in past Code as well as other Codes of Ethics
- When I mention other Codes, it is significant that the taskforce reviewed American Counseling Association [ACA], 2014 ; National Board of Certified Counselors [NBCC] 2016; American Mental Health Counselors Association [AMHCA], 2020 ; Multicultural Counseling and Social Justice Competencies Ratts, Singh, Nassar-McMillan, Butler, & McCullough, (2016); International Association of Rehabilitation Professionals [IARP], 2006; Certified Vocational Evaluators [CVE], (2009)
- Additionally, we reviewed related Codes such as 2016 American Psychological Association (APA) Code of Ethics; 2020 American Board of Vocational Evaluators (ABVE) Code of Ethics; 2017 National Association of Social Workers (NASW) Code of Ethics

Some Section D Background

- Dr. Jessica Henry, Penn State
- Stand-alone section, but there are still places where this concept is infused throughout the code.
- Our charge was “reinforcement” not “redundancy”.
- Taking an excerpt from the Introduction to Section D, I think it’s important for people to know: This section features the attitudes and behaviors of a multiculturally competent CRCs/CCRCs who maintain an awareness of self and others. Furthermore, the section describes the ethical responsibility of CRCs/CCRCs to exhibit cultural knowledge and skills aligned with the core values of the profession.

Structure of Section D (I)

D.1 – Strengthening the Multicultural Relationship

- a) ESTABLISHING CONSTRUCTIVE MULTICULTURAL COUNSELING RELATIONSHIPS**
- b) IMPACT OF CLIENT INTERSECTIONALITY/ IDENTITY**
- c) AWARENESS OF CLIENT WORLDVIEW**
- d) INTERVENTIONS**

D. 2 – Avoiding Harm and Value Imposition

- a) AVOIDING HARMFUL MULTICULTURAL SERVICE PROVISION**
- b) AVOIDING MICROAGGRESSION**
- c) IMPLICIT BIAS**
- d) RECOGNITION AND RESPECT OF CLIENT VALUES**

Structure of Section D (II)

D. 3 - PERSONAL AND PROFESSIONAL DEVELOPMENT AND CULTURAL COMPETENCE

- **a. PERSONAL AWARENESS**
- **b. ANTIRACISM**
- **c. SOCIAL JUSTICE**
- **d. CULTURAL HUMILITY**
- **e. USE OF AFFIRMING LANGUAGE**
- **f. AVOIDING DISCRIMINATION**
- **g. SERVING RELIGIOUS CULTURES**

D.4. DIVERSITY, EQUITY, AND BELONGING IN COWORKER RELATIONSHIPS

- CRCs/CCRCs promote diversity, equity, and belonging within coworker relationships and professional settings. CRCs/CCRCs maintain and enhance inclusive work environments to avoid negative indirect influences on client outcomes. CRCs/CCRCs foster good working relationships by promoting trust, respect, self-awareness, and open communication. CRCs/CCRCs are committed to minimizing barriers to opportunity for diverse colleagues

Article for Review

- Dr. Jessica Henry, Alyssa Scott, Dr. Zack Ahonle, Dr. Trent Landon, Kimberly Gee, Amy Vercillo
- “A Way Forward With Multicultural Considerations, Advocacy, and Accessibility Across the 2023 Revised Code of Professional Ethics for Rehabilitation Counselor Educators and Practitioners”
- *Rehabilitation Counseling Bulletin*

***Technology is ever evolving.
What changes in Technology
prompted Code revisions?***

Technology and Rehab Counseling

- Pandemic and Virtual Service Provision
- Additional accurate guidance regarding Virtual Counseling
 - Essential topics include accessibility of tools and platforms
 - HIPAA and PIPEDA regulations and how they pertain to security
- Professional Electronic Presence on Social Media.

Technology

- Still some basic guidelines
- Electronic modalities may not be well suited for all clients and all situations.
- Another resource I'd like to bring your attention to is the article:
- Froehlich, R. J. , Henry, J. S. , Tichy, N. , Hill, J. C. , & Thompson, K. (in press). Rehabilitation counselors and technology, social media, and distance counseling: Contemporary considerations. *Rehabilitation Counseling Bulletin*.

Rehabilitation Counseling curriculum accreditation standards and the overall professional identity of the field have had natural development and changes in the recent past. What impact have those changes had upon the Code revision process?

Rehabilitation Counseling as a Profession

- First revision that took place in the environment in which CACREP now accredits Rehabilitation Counseling Programs
- Taskforce (50% Rehabilitation Educators) integrated the accreditation standards in all suggested revisions.
- ‘Defining the Profession’ Statement.
- This section of the Code specifies who rehabilitation counselors are, what they do, with whom, and how they are uniquely qualified relative to all those parameters.

***Advocacy is foundational to
Rehabilitation Counseling in many
ways. Were there any revisions that
impacted the Advocacy related sections
of the Code?***

Advocacy

- Introduction to Section C: CRCs/CCRCs are aware of and sensitive to the needs of individuals with disabilities and recognize that individuals with disabilities are disproportionately represented in communities of color and more likely to experience poverty, homelessness, trauma, systemic racism, and other adversities. CRCs/CCRCs advocate at individual, group, institutional, professional, and societal levels to: (1) promote opportunity and access; (2) improve the quality of life for individuals with disabilities; (3) remove potential barriers (e.g., societal, institutional, environmental) to the provision of or access to services; (4) address stigma; (5) foster systems change when appropriate, and (6) promote diversity, equity, inclusion, and belonging, while maintaining an awareness of the intersectionality of client identities throughout their advocacy efforts.

Also consider:

- C1c - c. **EMPOWERING THE CLIENT.**
- C1e - e. **ADEQUACY OF SERVICES.**
- C2a - a. **ACCOMMODATIONS.**
- C2d - d. **BARRIERS TO COMMUNITY INCLUSION.**

We couldn't be rehabilitation professionals without Supervision, Training and Teaching. What are some changes that relate to that particular section of the Code?

Some Highlighted Considerations

- Clinical Supervisor Responsibilities
- Recordkeeping and confidentiality in supervision
- Relationships with former supervisees and guidance
- Reporting concerns of supervision in the workplace
- Partnerships with counselor education programs (newly added and detailed subsection)

More on Teaching and Supervision

- Additionally new sections on multicultural considerations in teaching and supervision;
- Teaching and evaluation;
- CRC Education and Gatekeeping;
- Technology Assisted Education section has also been expanded and revised.
- As has the section detailing guidelines pertaining to Academic Relationships with relatives and friends

The last section of the Code has always dealt with Resolving Ethical Issues. Have there been any updates to that section, and, more broadly, how is the Code used for ethical decision making?

CRCC Ethical Decision-Making Resources

- Advisory opinions dating back to 1996.
- Grievance process
- Ethics Committee involvement
- Potential Outcomes:
 - letter of instruction
 - provisional suspension
 - sanctions
 - reprimand
 - probation
 - suspension of certification
 - revocation

CRCC Ethical Decision-Making Resources Continued and Some Section M Changes

- With respect to knowledge of related codes (M.1.b.), certified rehabilitation counselors are reminded that the CRCC Ethics Committee makes decisions pertaining to disciplinary action based upon the Enforceable standards (CRCC, 2023). When referencing decision-making models and skills (M.2.a.), counselors should consult the Glossary and the CRCC Website for a listing of potential contemporary ethical decision-making models (CRCC, 2023). Finally, a new subsection (M.3.e. – Coercion or Action Against Clients or Supervisees) has been added, directing certified rehabilitation counselors to avoid using their position of power to pressure clients or supervisees to participate in the counselor's response process to the Ethics Committee (CRCC, 2023).

An additional article recommendation:

- Froehlich, R. J. , Hicks, S. , Hill, J. C. , Tichy, N. & Riedy-Rush, C. (in press). Using the revised CRCC code of professional ethics for rehabilitation counselors as a tool in resolving ethical issues. *Rehabilitation Counseling Bulletin*.

We've talked a great deal about many changes today. If you had to summarize some other changes that are significant regarding the Code revisions, what might you include?

Just one educator's opinion

- Assessment – Digital Assessment Administration;
- Relationships with other Professionals and Employers
- Professional Responsibilities – **Disparaging Remarks and electronic/distance based meeting platforms;**
- Many slight revisions to Confidentiality, Privileged Communication, and Privacy

More on Overview

- ‘Disclosure to Employers’ and ‘Court Ordered Disclosure’ as well as ‘Transmitting Confidential Information’ and ‘Disclosure to Referral Sources’;
- Many editing revisions in Section A –
- Research Section includes some changes on
 - Data Storage verbiage,
 - intellectual property,
 - boundary issues and other editing revisions too;
- Some edits and revisions to the Business Practices section;
- Revisions to Section G Forensic Services

Finally, let's talk about the expanded Glossary. Are there some terms you'd like to bring to the attention of the viewers of this webinar?

Glossary Terms Added

Ableism

Antiracism

Bracketing

Cultural
Humility

Current
Student

Dissonance

Ethical
Decision-
Making Models

Former Student

More Terms Added

HIPPA

Identity First

Intellectual
Property

Intersectionality

Microaggression

Multicultural

Multiculturalism

Oppression

PIPEDA

Glossary continued...

Pro Bono
Publico

Professional
Competence

Protected
Identities

Racism

Social Justice

Subpoena

Trier of Fact

Worldview

Questions/Comments

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