

Ethics or Personal Boundaries?

Behavior	There <i>should</i> be a policy	There <i>shouldn't</i> be a policy	Ok Never	Ok Some of the time	Ok most of the time	Ok Always
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Instructions

For all of the questions below, assume **you** are a direct service staff person in your program. Assume further that “**member**” refers to an individual who is a participant in your program.

1. For each question below, first check whether there should or shouldn't be a policy for the question, **regardless of whether there already is a policy at your agency**. This is not a question of what the policy should be, just whether you believe it is the agency's responsibility to provide a policy in this particular area.
2. Check only one of the boxes to indicate how you believe the issue should be handled.

1. A member who is struggling with whether their life has any meaning, as you about your personal philosophy. Do you share information about your personal religious beliefs?						
2. A member asks you for a ride home. Assume there are not auto liability issues. Do you give them a ride?						
3. A member is expressing their criticism of your co-worker. You happen to agree. Do you say so?						
4. A member asks if they can meet you sometime "after work". Do you meet with them?						
5. A member is discussing their use of alcohol and states that they considers it OK to have a beer or two on the weekend. You happen to agree. Do you say so?						
6. A member is interested in finding a church and asks you if they can attend services where you go. Is it OK to say yes?						
7. A staff who has been open to members about the fact that they are a recovering alcoholic experiences a relapse that affects their work. Do you discuss it with concerned members?						

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8. A member reports having a stiff neck and asks if you could give a massage. Do you give it?						
9. A member that you find very sexually attractive drops out of your program. A month later they phone you and asks you out on a date. Do you accept the invitation?						
10. A member that you consider to be very reliable asks you if they can borrow \$2.00. Do you loan them the money?						
11. A member brings you a plant for your desk as a thank you gift for the help you have provided them. Do you accept it?						
12. Do you talk freely with members about your personal life and about arguments you are having with your significant other?						
13. A member expresses interest in earning more money. Do you offer to pay them to wash your car once a week?						
14. A member tells a dirty joke that you happen to think is funny. Do you laugh?						
15. A member has been flirting with you and asks if they can have a hug. Do you give it?						
16. A former member from your program wants to get together socially after work. Do you go?						

Boundaries and Ethics Vignettes

Ethics – Personal Boundaries – Role Expectations – Member Preferences – Team Treatment Considerations

Vignette 1

Anna has worked with Franco for a year as a Peer Supporter. She has seen Franco make tremendous strides in his recovery and recently attended his graduation with an AA degree from Community College. She attended the reception for all graduates following the reception.

At your next appointment, Franco tells her, “I want to thank you for all you’ve done for me. I think you are a beautiful, loving person. And I have to tell you that I’m in love with you—I want to be more than your client. And I think you have feelings for me, too.”

How would you respond, and which factor would guide the response?

Ethics – Personal Boundaries – Role Expectations – Member Preferences – Team Treatment Considerations

Vignette 2

You have been the primary staff working with Lupita since she came to your program five years ago. Lupita is blossoming and now has a job in the community and has become an inspiration to other clients at the agency. Lupita is very grateful for all that you’ve done and one day she brings in a gift, it is a silver charm bracelet with charms that have selected specifically for you, and she also brought in a tray of snacks for the whole staff.

How would you respond, and which factor would guide the response?

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Vignette 3

Maya is an outgoing staff and loves getting to know every client that comes into your agency. One of the clients asked about her religious beliefs, specifically they wanted to know if she believes in god and participates in a church.

How would you respond, and which factor would guide the response?

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Vignette 4

Steve, a newer client to your agency; he is a single father of a five-year-old child and is homeless. Steve refuses to take psychiatric medication because of the side effects and instead uses marijuana on a daily basis because he states that it helps him with his mental health diagnoses. The team is concerned that his marijuana use may be creating a neglectful situation for his five-year-old child.

How would you respond, and which factor would guide the response?

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Vignette 5

While driving back from the grocery store with a member, they ask if you would stop at the Medical Marijuana Dispensary so they can refill their prescription.

How would you respond, and which factor would guide the response?

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Vignette 6

Staff and members organized a group community integration activity at the beach. During the event one of the members approaches a staff requesting assistance with applying suntan lotion to their back because they are on a medication that specifically states that direct sunlight is a major contraindication.

How would you respond, and which factor would guide the response?

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Vignette 7

You find a common interest with a member, John who it has been difficult to engage. One day while talking with the student, they say they've always wanted to go to The Rocky Horror Picture Show. It starts at midnight on Saturday at the Art Theater, but they don't want to go alone and ask you to go.

How would you respond, and which factor would guide the response?

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Vignette 8

You have been working with a member for a couple of years, they struggle with substance use and alcohol by using daily. They're drug of choice is heroine with needles. They have tried abstinence-based treatment many times and it has never worked for them. Some of the treatment models they have tried NA, methadone, AA, inpatient detox and follow up rehab. They have recently connected with their 17-year-old child who will be graduating from high school, and they would like to attend their graduation but don't want to be non-functioning high but have no intention to quit.

How would you respond, and which factor would guide the response?