

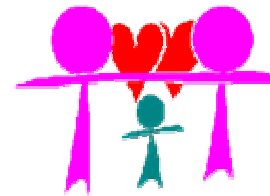
**“As Long as it is not Illegal,  
Immoral or Fattening.”  
(Administrative Ethics)**

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HIV and Social Work Conference

Albuquerque, New Mexico

May 30, 2003



# What is an Ethic?

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- **Merriam-Webster Dictionary** defines an **Ethic** as:

Function: *noun*

**1**: the discipline dealing with what is good and bad and with moral duty and obligation

**2 a** : a set of moral principles or values **b** : a theory or system of moral values <the present-day materialistic *ethic*>

**c: the principles of conduct governing an individual or a group <professional *ethics*>** **d** : a guiding philosophy

# Un

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- **Merriam-Webster Dictionary** defines un as:  
Function: *prefix*  
**1 : do the opposite of** : reverse (a specified action)  
**2 a** : deprive of **b** : release from **c** : remove from **d** : cause to cease to be -- in verbs formed from nouns **3** : completely <*unloose*>



# Situational Ethics

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□ **Function:** *noun*

**Date:** 1955

**1:** a system of ethics by which acts are judged within their contexts instead of by categorical principles



# Topics for Discussion

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- **Clinical**
- **Operational**
- **Financial**
- **Assurances**
- **Personnel**



# Clinical

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- **Scenario: The agency you direct is going to be sued. There is one stand alone chart entry that can be modified and in doing so will protect the agency from harm. Do you let the document stand and be sued; or have the note modified preventing the law suit?**



# Clinical

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- ❑ **Scenario: You have a reason to believe that a member of your administrative board may have sexually abused a minor. If you report your suspicion, you could lose your job; if not you will violate state and/or federal law.**



# Clinical

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- ❑ **Scenario: You have ordered medication for a client through either a state or compassionate care program. Before you receive the medication, the client expires. What do you do with the medication?**



# Clinical

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- ❑ **Scenario: You have medications dispensed for a particular non-compliant client and they have not been picked up. Funds are short and you need those medications for another client.**



# Operational

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- **Scenario: On break, you are just surfing the web and come across a job search engine (i.e. monster.com). As long as you are there, you go ahead and just explore what opportunities exist.**



# Operational

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- **You are the web-master for a large network. There is file that frequently hits the server and has a virus. The file is a resume. Do you notify the employer of the employee action?**



# Financial

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- **Scenario: You are grant funded and the end of the grant year is coming up fast. You have under spent a line item and you don't want to give the money back or risk loosing the funds in future years.**



# Financial

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- ❑ **Scenario: Your grant has just expired. A review of your financial records reveals that you did not spend all your funds. A contractor learns of your dilemma and offers to back date an invoice.**



# Assurances

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- ❑ **Scenario: Your agency has a culture that is not consistent with all the guidelines established by the funding source. You sign the assurance to obtain the money and then knowingly violate that assurance to maintain your agency culture.**



# Personnel

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- ❑ **Scenario: You are to attend a conference. Your agency has provided the financial resources to attend. While there you find the conference does not live up to your expectations and there are lots of other things to do in the city where the conference is being held.**



# Personnel

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- ❑ **Scenario: You have funds to send one person to a conference. The conference is better suited to another employee, however there is a long term dedicated employee who is not as suited to the conference. Who do you send?**



# Personnel

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- **Scenario: A member of your senior staff is found to be in an intimate relationship with a subordinate staff member. Your agency does not have a policy specific to this situation.**



# Clinical

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- ❑ **Scenario: Your agency works on a sliding fee schedule. You are aware that a client has a particular source of income, but if you note it in the intake, it will drive the clients co-pay up and you know the client can't really afford it.**



# **If it is in the clients best interest...**

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- **John Ray, in 1670, cited as a proverb "Hell is paved with good intentions." Even earlier than that, it's been attributed to Saint Bernard of Clairvaux (1091-1153), as "Hell is full of good intentions or desires."**



# Or Perhaps...

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- **In our case perhaps it should be “the road to jail is paved with good intentions”  
Smith, 2003.**



# Thank You

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