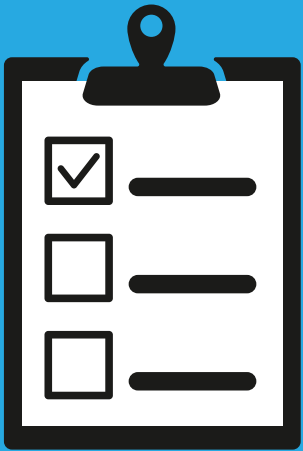


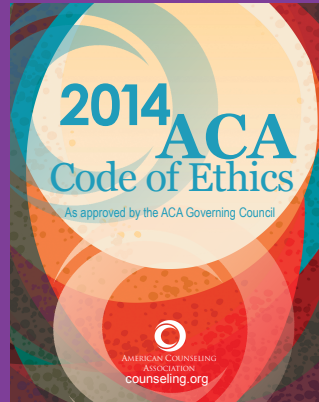
Ethical Dilemma? So You Have An

1. Identify the problem.



- Outline the facts, separating out innuendos, assumptions, hypotheses, or suspicions.
- Ask yourself: Is it an ethical, legal, professional, or clinical problem? Is it a combination of more than one of these?
- Be sure to seek legal advice should you have any legal questions.

2. Apply the 2014 ACA Code of Ethics.



- Consider any other state or professional codes that apply.
- If the problem is not resolved by reviewing the *ACA Code of Ethics*, then proceed with additional steps outlined in the ethical decision-making process.

3. Determine nature and dimensions of dilemma.

Consider implications for each foundational principle.*



Autonomy:

Fostering the right to control the direction of one's life.

Non-maleficence:

Avoiding actions that cause harm.

* Foundational Principles

Beneficence:

Working for the good of the individual and society by promoting mental health and well-being.

Justice:

Treating individuals equitably and fostering fairness and equality.

Fidelity:

Honoring commitments and keeping promises, including fulfilling one's responsibilities of trust in professional relationships.



Review the relevant professional literature.



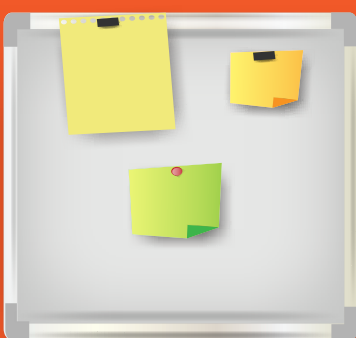
Consult other professional counselors (those who abide by *ACA Code of Ethics*).



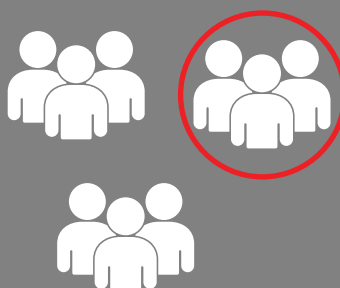
Consult state and national professional associations.



4. Generate potential courses of action.



5. Consider potential consequences of each course of action for all parties involved.



6. Evaluate the selected course of action.



Consider Justice:

In applying the test of justice, assess your own sense of fairness by determining whether you would treat others the same in this situation.



Consider Publicity:

For the test of publicity, ask yourself whether you would want your behavior reported in the press.



Consider Universality:

The test of universality asks you to assess whether you could recommend the same course of action to another counselor in the same situation.

Make a note to follow up on the situation to assess whether your actions had the anticipated effect and/or consequences.



7. Implement your course of action.

References: American Counseling Association (2014). *Code of Ethics*. Alexandria, VA: Author. Forester-Miller, H., & Davis, T. (2016). *A practitioner's Guide to Ethical Decision Making*. Alexandria, VA: American Counseling Association

White paper available at counseling.org/EDM



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