## CONTENTS

| Foreword  Michael D'Andrea   | xi   |
|--|------|
| Preface  | XV   |
| Acknowledgments  | xvii |
| About the Authors  |      |
| Section I. Introduction and Foundation of Ethical<br>Reasoning and Decision Making | 1    |
| 1. Introduction  | 3    |
| Ethical Development and Ethical Identity   | 5    |
| Multidimensional Model   | 6    |
| Text Format  | 10   |
| Additional Recommended Readings  | 12   |
| 2. Professional Identity and Ethics: Ethical Development—Mora                      | ıl   |
| Character  | 13   |
| Case   | 13   |
| Introduction   | 14   |
| Introduction to Social Identity Theories   | 15   |
| The Concept of Ethical/Moral Identity  | 19   |
| Cognitive Development and Ethical/Moral Identity                                   | 21   |
| Additional Factors Affecting Development of an Ethical Identity                    | 24   |
| Case Analysis and Reflection   | 28   |
| Questions for Further Reflection   | 28   |
| Additional Recommended Readings  | 29   |

| 3. | Awareness of and Sensitivity to Ethical Issues: Development              |                  |
|----|--|------------------|
|    | of Ethical Sensitivity and Motivation to Act Ethically                   | 31               |
|    | Case   | 31               |
|    | Introduction to Ethical Sensitivity                                      | 32               |
|    | Cognitive Developmental Perspectives                                     | 34               |
|    | Emotions and Intuitions  | 35               |
|    | Limits of Intuition and Emotional Models on Moral/Professional Education | 37               |
|    | Motivation to Act Ethically  | 38               |
|    | Centrality of Values and Beliefs   | 39               |
|    | Social Comparison Theory and Ethical Motivation                          | 43               |
|    | Empathy as Ethical Motivation  | 47               |
|    | Summary  | 51               |
|    | Case Counselor and Ethics Motivation                                     | 51               |
|    | Case Analysis and Reflection   | 53               |
|    | Questions for Further Reflection   | 54               |
|    | Additional Recommended Readings  | 54               |
| 4. | Cognitions and Reasoning/Hermeneutics:                                   |                  |
|    | Moral Judgment   | 57               |
|    | Case   | 57               |
|    | Ethical Reasoning Theory: History and Development                        | 59               |
|    | Hermeneutics and Reasoning   | 61               |
|    | Hermeneutic Model of Ethical Decision Making/Reasoning                   | 63               |
|    | Hermeneutic Model of Ethical Decision Making/Reasoning in Counseling     | 63               |
|    | The Ethical Dilemma  | 65               |
|    | The Counselor: Personal Values, Professional Ethical Identity, Race,     |                  |
|    | Gender, and Personal History—Components of Counseling Ethical Horizon    | 70               |
|    | The Client: Personal Values, Race, Gender, and Personal History          | 72               |
|    | Supervisor Values and Agency Policies                                    | 74               |
|    | Professional Codes of Ethics   | 75               |
|    | Professional Knowledge   | 76               |
|    | Geographic Region and Culture  | 77               |
|    | Local, State, and Federal Laws   | 78<br><b>-</b> 3 |
|    | Ethical Theories   | 79               |
|    | Summary  | 80               |
|    | Application of the Hermeneutic Model                                     | 81               |
|    | Case of Jonathan: Online Therapy   | 82               |
|    | Hermeneutic Ethical Decision Making                                      | 90               |
|    | Summary  | 92               |
|    | Questions for Further Reflection   | 93               |
|    | Additional Recommended Readings  | 93               |

| Section II. Ethical Issues in Counseling                        | 9 |
|---|---|
| 5. Client Autonomy and Client Rights                            | 9 |
| Case  |   |
| Introduction  | ! |
| History of Informed Consent                                     |   |
| Autonomy  | 1 |
| Beneficence   | 1 |
| Fidelity  | 1 |
| Written Informed Consent  | 1 |
| Informed Consent/Assent With Children                           | 1 |
| Autonomy and Use of Restraint: Physical and Chemical Restraints | 1 |
| Empowerment and Client Rights                                   | 1 |
| Counselor Needs   | 1 |
| Case Analysis and Reflection                                    | 1 |
| Questions for Further Reflection                                | 1 |
| Additional Recommended Readings                                 | 1 |
| 6. Dual Relationships: Boundary Issues                          | 1 |
| Case  | 1 |
| Introduction to Dual Relationships                              | 1 |
| Counselor Roles   | ] |
| Counselor Social Boundaries                                     | ] |
| Psychological Boundaries  | ] |
| Financial Boundaries  | Ī |
| Counselor Physical Boundaries                                   | ] |
| Summary   | ] |
| Case Analysis and Reflection                                    | ] |
| Questions for Further Reflection                                | ] |
| Additional Recommended Readings                                 | 1 |
| 7. Counselor Competence   | 1 |
| Case  | ] |
| Introduction  | 1 |
| Foundational Competence   | 1 |
| Functional Competence   | 1 |
| Maintaining Knowledge and Skills:                               |   |
| Continuing Education  | 1 |
| Summary   | 1 |
| Case Analysis and Reflection                                    | 1 |
| Questions for Further Reflection                                | 1 |
| Additional Recommended Readings                                 | 1 |

| 8.  | <b>Diversity and Multicultural Competence</b>         | 139 |
|-----|---|-----|
|     | Case  | 139 |
|     | Introduction  | 140 |
|     | Multicultural Competence                              | 142 |
|     | Competence and Race/Ethnicity                         | 143 |
|     | Competence and Disabilities                           | 147 |
|     | Competence and Sexual Orientation                     | 149 |
|     | Competence and Gender                                 | 150 |
|     | Competence and Socioeconomic Status                   | 151 |
|     | Competence and Religion/Spirituality                  | 152 |
|     | Summary   | 153 |
|     | Case Analysis and Reflection                          | 154 |
|     | Questions for Further Reflection                      | 154 |
|     | Additional Recommended Readings                       | 154 |
| 9.  | <b>Use of Technology and Ethics</b>                   | 157 |
|     | Case  | 157 |
|     | Introduction  | 158 |
|     | Online Counseling                                     | 158 |
|     | Electronic Record Keeping                             | 162 |
|     | Computer-Based Assessment                             | 164 |
|     | Virtual Reality in Counseling                         | 165 |
|     | Summary   | 167 |
|     | Case Analysis and Reflection                          | 167 |
|     | Questions for Further Reflection                      | 167 |
|     | Additional Recommended Readings                       | 168 |
| 10. | Supervision and Ethics                                | 169 |
|     | Case  | 169 |
|     | Introduction  | 170 |
|     | Supervision and Counselor Development                 | 172 |
|     | Supervisor Competence                                 | 177 |
|     | Supervisor-Counselor Ethical and Legal                |     |
|     | Responsibilities                                      | 179 |
|     | Dual Relationships Between Supervisor and Supervisee  | 180 |
|     | Multicultural Issues and Supervision                  | 182 |
|     | Summary   | 184 |
|     | Case Analysis and Reflection                          | 185 |
|     | Questions for Further Reflection                      | 185 |
|     | Additional Recommended Readings                       | 185 |
| 11. | <b>Ethical Use of Research in Counseling Practice</b> | 187 |
|     | Case  | 187 |
|     | Introduction  | 188 |

| Approaches to Evidence-Based Practice                          | 19  |
|--|-----|
| Counseling Research Evidence: Examples of Evidence-Based       |     |
| Practice Information   | 19  |
| Summary  | 19  |
| Case Analysis and Reflection                                   | 1   |
| Questions for Further Reflection                               | 1   |
| Additional Recommended Readings                                | 1   |
| 12. Professional Codes of Ethics and the Law                   | 19  |
| Case   | 1   |
| Introduction   | 2   |
| Professional Codes of Ethics                                   | 2   |
| Duty to Warn/Duty to Protect/Duty to Control                   | 2   |
| Types of Confidentiality: Broad Confidentiality and Privileged |     |
| Communication  | 2   |
| Confidentiality and Transmitted Diseases                       | 2   |
| Reporting Abuse: Child, Elder, or Disability Abuse             | 2   |
| Federal Laws and Confidentiality and Privileged Communication  | 2   |
| Summary  | 2   |
| Case Analysis and Reflection                                   | 2   |
| Questions for Further Reflection                               | 2   |
| Additional Recommended Readings                                | 2   |
| Section III. Ethical Theories and Cases                        | 2   |
| 13. Western Theories of Ethics                                 | 2   |
| Virtue Ethics  | 2   |
| Natural Law Ethics   | 2   |
| Utilitarian Ethics   | 2   |
| Respect for Persons Ethics                                     | 2   |
| Feminine/Feminist Ethics                                       | 2   |
| The Case of Carol: Multicultural Competence                    | 2   |
| The Case of Mark: A Question of Counselor Competence           | 2   |
| Additional Recommended Readings                                | 2   |
| 14. Eastern Theories of Ethics                                 | 2   |
| Confucian Ethics   | 2   |
| Taoist Ethics  | 2   |
| Hindu Ethics   | 2   |
| Buddhist Ethics  | 2   |
| The Case of Melissa: Minors' Rights and Confidentiality        | 2   |
| 5 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -                        |     |
| Questions for Further Reflection                               | 2 2 |
| · · · · · · · · · · · · · · · · · · ·                          |     |

| 15.                    | Middle Eastern Ethical Theories  | 271                             |  |  |
|------------------------|--|---------------------------------|--|--|
|                        | Islamic Ethics   | 271                             |  |  |
|                        | Judaic Ethics The Case of Ahmed, a Mandated Client Questions for Further Reflection The Case of Ariel: Counselor Competence and Minor Informed Consent Additional Recommended Readings | 275<br>277<br>285<br>285        |  |  |
|                        |  |                                 |  |  |
|                        |  |                                 |  |  |
|                        |  |                                 |  |  |
|                        |  | 289                             |  |  |
| 16.                    | 6. Native American, Hispanic/Latino, and African Ethics  |                                 |  |  |
| Native American Ethics |  |                                 |  |  |
|                        | Hispanic/Latino Ethics   | 296<br>298<br>300<br>306<br>306 |  |  |
|                        | African Ethics The Case of David: Supervisor-Supervisee Conflict Questions for Further Reflection The Case of Berice: Use of Culturally Sensitive Assessment Methods                   |                                 |  |  |
|                        |  |                                 |  |  |
|                        |  |                                 |  |  |
|                        |  |                                 |  |  |
|                        | Additional Recommended Readings  | 311                             |  |  |
| Ap                     | pendix A   | 313                             |  |  |
| Appendix B             |  |                                 |  |  |
| References             |  |                                 |  |  |
| Index                  |  |                                 |  |  |