

**NATIONAL ASSOCIATION OF SOCIAL WORKERS  
OF THE REPUBLIC OF CONGO  
(ANTS-RC)**

**CODE OF ETHICS**

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**Preamble**

This document pursues the ideal of valuing and popularizing social work. Also, united around this ideal, Congolese social work professionals decided to set up a socio-professional and apolitical association called " **National Association of Social Workers of the Republic of Congo** " in acronym **ANTS-RC** .

The articles of the ANTS-RC code of conduct is inspired ent of the spirit of a law No. 009/88/23 - 05 - 1988 Code of Ethics for Health Professions and Social Affairs in the Republic from Congo . This law also inspires the regulatory texts of our association.

Thus, the purpose of this code is to allow not only the social worker to understand the value of his profession and the extent of his interventions in solving social problems , but also to shed light on the extent of his obligations, rights and duties .

Our wish is to see our society aware of the value of social work and professional s . The document finally demonstrates the commitment and of the determination of our association to promote social work

## **Definition of concepts**

### **Social work**

It is an organized activity which aims to help the adaptation of individuals and their social environment, using techniques to allow individuals and groups to meet needs and solve their problems in a constantly changing society. (See Canadian definition). As for the United Kingdom and the United States, it is a professional and academic discipline committed to the pursuit of social assistance, social change and social justice. Field work towards research and practice to improve the quality of life and the development of the potential of each individual, group and community in a society.

### **Social worker**

The ANTS-RC defines the Social Worker as any person holding a diploma in social work recognized by the Ministry of Secondary and Higher Education. We can cite among others : assistant social work, special education, social development officer and organizer of local social development

### **Users**

A user is anyone who benefits from the services of social workers and social service workers. He is also a person in difficulty, requesting social assistance.

## **Title I : The qualities of a social worker**

Article 1 : is a social worker , any qualified person ( holder of a diploma recognized by the Ministry of Secondary and Higher Education) carrying out a set of social activities, within the framework of an authorized mission, and / or legal within public or private structures, in the direction of individuals or groups in order to contribute to the resolution of their problems.

Article 2 : The social worker is one who considers the interest of the user as his fundamental professional obligation .

He respects the intrinsic value of the people to whom he provides services in the context of his professional relationships with them.

He fulfills his professional obligations and duties with integrity and objectivity.

Article 3 : Social workers encourage excellence in their profession .

Article 4 : The social worker does not use the relationship he has with the user to obtain personal advantage, gratification or gain.

Article 5 : Social workers protect the confidentiality of all information acquired in the exercise of their profession. It only discloses this information if it is forced or authorized by law, or when the user has consented to such disclosure.

Article 6 : The social worker who has another profession, another job or profession, or other affiliations, does not allow these other areas of interest to harm his professional relationship with the user.

Article 7 : The social worker does not provide social work services or social service work in a manner that discredits the public work profession or reduces the confidence in either of s es professions;

Article 8 : Social workers recommend workplace conditions and policies that comply with the Code of Ethics

Article 9 : The social worker recommends changes in the true interest of the client and for the general good of society, the community and the whole community

## **Title II : Respect for the dignity and the inherent value of people**

Article 10 : Social workers respect the unique value and inherent dignity of all and support human rights.

Article 11 : the E social worker respects the right of all people to self-determination, according to the ability of the person subject to the rights of other people.

Article 12 : the E social worker respects the diversity of people within the company and their right to unique beliefs subject to the rights of other people.

Article 13 : the E social worker respects the right D e the user to make choices subject to a voluntary and informed consent.

Article 14 : the social worker whose users are children determines their aptitude to give their consent and, if necessary, explains to them, as well as to their parents or guardians, the nature of the relationship he will have with them.

Article 15 : the E social worker recognizes the right that in society to impose limits to self-determination of people, when these limits prevent them from harming themselves or harm others.

Article 16 : Social workers maintain the right of everyone to be safe from violence and from the threat of violence.

## **Title III : Pursuit of social justice**

Article 17 : Social workers promote the right of people to have access to resources enabling them to meet their basic needs.

Article 18 : the e social worker advocates for fair and equitable access to services and public benefits.

Article 19 : Social workers advocate for equal protection and treatment for all, under the law, and confronts injustices, particularly those targeting vulnerable and disadvantaged people.

Social workers encourage social development and environmental management for the benefit of all.

### **1. SERVICE TO HUMANITY**

Article 20 : The social worker places the needs of others above his own interest when he acts as a professional.

Article 21 : Social workers strive to make use of the authority and powers conferred on them as professionals in a responsible manner, serving the needs of clients and promoting social justice.

Article 22 : The social worker encourages individual development and the pursuit of individual goals as well as the advent of a just society.

Article 23 : Social workers use their knowledge and skills to find fair solutions to conflicts and to help people affected by these conflicts

## **2. INTEGRITY IN THE PRACTICE OF THE PROFESSION**

Article 25: Social workers demonstrate honesty, reliability, impartiality and diligence in the exercise of their profession and encourage the practice of these qualities.

Article 26 : Social workers demonstrate their adherence to the ethical values and principles of their profession and encourage respect for professional values and principles in the organizations where they work and to which they are professionally affiliated.

Article 27 : Social workers establish appropriate limits in their relationships with their clients and ensure that these relationships serve the client's needs.

Article 28 : The social worker values openness and transparency in his professional practice and avoids relationships where his integrity or impartiality may be compromised; if a conflict of interest is unavoidable, he ensures that nothing of the nature of this conflict is concealed.

## **3. CONFIDENTIALITY IN THE PRACTICE OF THE PROFESSION**

Article 29 : Social workers respect the importance of the trust that users and members of the public place in the professional relationship.

Article 30 : The social worker respects the right of the user to the confidentiality of information which is communicated in a professional context.

Article 31 : The social worker does not disclose confidential information only with the informed consent of the user or permission of the legal representative of it.

Article 32 : The social worker may violate the principle of confidentiality and communicate information of an user without permission where necessary and permitted by the laws applicable, the court or this Code.

Article 33 : The social worker shows transparency with regard to the limits to confidentiality applying to professional practice by clearly setting out his limits

## **4. JURISDICTION IN THE PRACTICE OF THE PROFESSION**

Article 34 : Social workers respect the right of their users to be offered the highest quality services possible. Social workers strive to maintain and increase their knowledge and professional skills.

Article 35 : Social workers exercise diligence when taking care of the interests and security of clients by limiting their professional practice to their own recognized areas of competence.

Article 36 : The social worker contributes to the permanent development of the profession and to its capacity to serve humanity, when possible, by participating in the elaboration of current and future knowledge of social workers or in the development new knowledge.

Article 37 : The social worker who engages in research reduces as much as possible the risks for the participants, takes care to obtain their informed consent, maintains the confidentiality of the information and reports with accuracy the results of his research.

## **5. RESPONSIBILITY TOWARDS USERS**

Social workers ensure that professional services are provided responsibly to the people, groups, communities or organizations that serve them.

Article 38 : The social worker provides users with accurate and complete information about the scope, nature and limits of all the services available to them.

Article 39 : The social worker offers services to users and responds to their questions, concerns or complaints in a timely and reasonable manner.

Article 40 : The social worker does not seek to attract the users of their employer for their private practice.

Article 41 : The social worker does not discriminate because of race, ethnicity, language, religion, marital status, gender, sexual orientation, age , invalidity, economic situation, political allegiance or national origin.

Article 42 : The social worker helps users possible to obtain other services if it -Me me , for valid reasons, can not provide the requested professional help or n is not willing to do.

Article 43 : The social worker informs the s users foreseeable risks and the rights, opportunities and obligations that go along with the provision of professional services.

Article 44 : In a case where a personal relationship is established between worker and user or former user , it is the worker , and not the user or former user , who assumes full responsibility for demonstrating that the user or former user has not been exploited, coerced or manipulated, intentionally or not.

Article 45 : The social worker can provide r services or products as the provision of services or the supply of such products is appropriate and complies with the order. The social worker does not provide a service or product which, from what they know or should reasonably know, is not likely to help the user .

Article 46 : The social worker puts an end to the professional services which they offer to their users when these services are no longer neither necessary nor requested. It is professional misconduct to terminate professional services that are necessary, except in the following cases:

- the user requires the cessation of services
- the user withdraws
- the reasonable efforts are made to provide other services
- it gives the user a reasonable opportunity to find other services, where
- continuation of the provision of services would cause serious harm to the worker , and make reasonable efforts to hold a termination session with the user .

Article 47 : The social worker who plans to stop the service or the interrupt are warning users as quickly as possible, and organize the termination, transfer, referral or continuation of services following the needs and preferences users .

Article 48 : Where appropriate, the social worker defends the user s or ' informed of any measures taken and results.

Article 49 : The worker social can provide appropriate services courtesy, without remuneration, to the extent that these services meet the standards of the Order and shall not constitute a conflict of interest.