

Guinean Association of Social Workers

**REPUBLIC OF GUINEA
WORK - JUSTICE - SOLIDARITY**



Guinean Association of Social Workers AGTS

CODE OF ETHICS

2017

CODE OF ETHICS OF THE GUINEA ASSOCIATION OF SOCIAL WORKERS (AGTS)

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The Guinean Association of Social Workers (AGTS)

1- Purpose of the AGTS Code of Ethics

Ethical behavior is one of the central elements of all professions. The Code of Ethics of the Guinean Association of Social Workers (AGTS) establishes values and principles that guide the professional conduct of social workers. A code of ethics is not enough to guarantee ethical behavior, because it stems from the determination of the social worker who undertakes to practice his profession in a manner that is consistent with professional ethics. The spirit and the letter of this code of ethics will guide the social workers in the exercise of their profession, in good faith and with a sincere desire to make judicious judgments. This Code of Ethics follows the same line as the International Declaration of Ethical Principles in Social Work of the International Federation of Social Workers (1994, 2004), requiring members of AGTS to remain faithful to the values and principles established by the International Federation of Social Workers AGTS and FITS. Other individuals,

organizations and organizations (such as regulatory boards, professional liability insurance providers, courts, boards of organizations employing social workers and government agencies) may also choose to adopt this Code of Ethics or use it as a basis for performance appraisal. In the Republic of Guinea, each region and prefecture is responsible for regulating the performance of social workers in order to ensure the protection of the public. Social workers must contact the regulatory body in their region or prefecture to determine if the latter has adopted this Code of Conduct.

Recognition of individual and professional diversity

The AGTS Code of Conduct does not constitute a set of rules prescribing the manner in which social workers must act in all circumstances. Nor does it specify which are the most important values and principles and which prevail over others in the event of conflict or in particular situations. In fact, there are reasonable differences of opinion among social workers in this regard. In addition, a social worker's personal values, culture, religious beliefs, practices and other important characteristics such as age, skill, gender or sexual orientation may affect his or her ethical choices . Therefore:

The social worker must be aware of any conflict between his personal values and his professional values and address them responsibly.

Ethical behavior requires good analytical skills and sound judgment. Social service is a multifaceted profession. As a professional, the social worker is trained to be judgmental about complex and conflicting interests and expectations and to make sound decisions in specific situations. The ethical obligations of a social worker may conflict with the policies of the organization that employs it or with applicable laws or regulations. In such cases, it is the responsibility of the Controller to strive to resolve conflicts in a manner consistent with the values and principles expressed in this Code of Conduct. If it seems impossible to arrive at a reasonable solution, the social worker will consult with competent persons before making a decision, be it an ethics committee, a regulatory body, a more knowledgeable colleague, or a supervisor Or legal counsel.

Preamble

The profession of social service is devoted to the well-being and the realization of choices of all persons; Development and disciplined use of scientific and professional knowledge; Developing resources and skills to meet the evolving needs and aspirations of individuals and groups, nationally and internationally; And achieving social justice for all. The profession pays particular attention to the needs of those who are vulnerable or oppressed, or living in poverty, and the need to help them take charge of their lives. The social worker has a commitment to human rights as enshrined in international human rights conventions established or supported by the United Nations. As a professional in a country that respects diversity and in line with democratic rights and freedoms, the social worker respects, without prejudice, the distinct systems of belief and way of life of individuals, families, groups, Communities and nations (United Nations Center for Human Rights, 1992). In particular, it does not tolerate discrimination. The fundamental values and principles of social service based on age, skills, ethnic origin, gender, language, marital status, ancestry, political affiliation, Race, religion, sexual orientation or socio-economic status.

The main mission of social work is based on values. These values embraced by social workers in the history of professions, are the sole purpose and perspective of the foundation of social work.

The social worker is faithful to the following core values:

- Respect for the dignity and inherent value of every person.
- Pursuit of social justice
- Service to humanity
- Integrity in the exercise of the profession
- Confidentiality in the exercise of the profession
- Competence in the practice of the profession

The following section describes each of these values and discusses the underlying principles.

Fundamental Values and Principles of Social Service

Value 1: Respect for the inherent dignity and worth of people

Social service is based on a long-standing commitment to respect the individual dignity and worth of all people. When the law requires him to disregard a client's wishes, the social worker takes care to use only the minimum amount of coercion required. The social worker recognizes and respects the diversity of Guinean society, taking into account the wide differences that exist among individuals, families, groups and communities. It remains faithful to the human rights of individuals and groups as expressed in the Guinean Charter of Rights and Freedoms (1982) and in the 1948 United Nations Universal Declaration of Human Rights.

Principles:

Fundamentally, the social worker respects the unique value and inherent dignity of all and supports human rights.

Throughout the document, the term "discrimination" refers to treating people adversely or adopting negative or prejudicial attitudes based on discernible differences or stereotypes. It has nothing to do with the positive intention of programs as affirmative action in which a group can receive preferential treatment to compensate for the inequalities created by discrimination.

The social worker respects the right of every person to self-determination, according to the capacity of that person and subject to the rights of other persons.

The social worker respects the diversity of people in Guinean society and their right to unique beliefs subject to the rights of others.

The social worker respects the right of the client to make choices subject to voluntary and informed consent.

The social worker whose clients are children determines their ability to give their consent and, if applicable, explain to them, and to their parents or guardians, the nature of the relationship Will have with them.

A social worker recognizes society's right to impose limits on the self-determination of individuals when these limits prevent them from harming themselves or others.

The social worker maintains the right of everyone to be free from violence and the threat of violence.

Value 2: Continuing Social Justice

The social worker believes in the obligation of all, individually and collectively, to provide resources, services and opportunities for the general benefit of humanity and to protect them from harm. It promotes social equity and the equitable distribution of resources and works to reduce barriers and broaden the range of choices for all, paying particular attention to those who are marginalized, disadvantaged or vulnerable, or who have special needs . The social worker opposes prejudice and discrimination against any person or group of persons for whatever reason, and particularly confronts views and actions that categorize particular individuals or groups according to Of stereotypes.

Principles:

The social worker promotes the right of people to access resources to meet their basic needs.

The social worker advocates fair and equitable access to public services and benefits.

The social worker advocates equal protection and equal treatment for all, in terms of the law, and confronts injustices, particularly those directed at vulnerable and disadvantaged people.

The social worker encourages social development and the protection of the environment for the benefit of all.

Value 3: Service to Humanity

The social service profession considers the service in the interest of others, in accordance with the principles of social justice, as a fundamental professional objective. In the exercise of his profession, the social worker balances needs, particular rights and freedoms, and collective interests in the service of mankind. When acting as a professional, the social worker places professional service before personal goals and benefits, and uses his or her power and authority in a disciplined and responsible manner in the service of society. The social work profession contributes to the acquisition of

knowledge and skills that contribute to the management of conflict and its widespread impact.

Principles:

The social worker places the needs of others above his or her own self-interest when acting as a professional.

The social worker strives to make use of the authority and powers given to him / her as a professional in a responsible manner, serving clients' needs and promoting social justice.

The social worker encourages individual development and the pursuit of individual goals and the advent of a just society.

Social workers use their knowledge and skills to find equitable solutions to conflict and to help those affected by these conflicts.

Value 4: Integrity in Professional Practice

The social worker demonstrates respect for the goals, values and ethical principles of his profession within his scope of practice. The social worker maintains a high degree of professional conduct by acting honestly and responsibly, and by communicating the values of the profession. He strives to be impartial in his professional practice and avoids imposing his values, views and personal preferences on his clients. He or she is responsible for establishing the content of his or her professional relationships with clients and others and maintaining professional boundaries. As an individual, the social worker ensures that his actions do not harm the reputation of the profession. Integrity in the practice of the profession is based primarily on accountability as expressed in this Code of Ethics, the IFSW International Declaration of Ethical Principles of Social Work and other standards and guidelines. Where conflicts exist about the sources of these ethical boards, the social worker is strongly encouraged to seek advice, including consultation with his / her professional regulatory body.

Principles:

A social worker is honest, trustworthy, impartial and diligent in the practice of his profession and encourages the practice of these qualities.

The social worker demonstrates his adherence to the ethical values and principles of his profession and encourages respect for professional values and principles in the organizations in which he works and to which he is professionally affiliated.

The social worker establishes appropriate limits in his relationships with clients and ensures that these relationships serve the client's needs.

The social worker values open-mindedness and transparency in his professional practice and avoids relationships where his integrity or impartiality can be compromised; If a conflict of interest is inevitable, it ensures that nothing of the nature of this conflict is concealed.

Value 5: Confidentiality in the practice of the profession

Confidentiality in all matters related to professional services provided to clients is a cornerstone of labor relations. The social worker respects the trust placed in him by clients, communities and other professionals by protecting the privacy of client information and by respecting the client's right to control the place and time Information may be disclosed to third parties. The social worker does not disclose confidential information to other parties (including family members) except with the informed consent of the client or his / her legally authorized representative, or when required by law or court order. For the social worker, the general principle of confidentiality of information does not apply when communication is necessary to prevent serious, foreseeable and imminent harm to a client or other persons. In all circumstances, the social worker reveals only the minimum of confidential information necessary to achieve the desired goal.

Principles:

The social worker respects the importance of trust that clients and members of the public place in the professional relationship.

The social worker respects the client's right to confidentiality of information that is communicated in a professional context.

The social worker reveals confidential information only with the informed consent of the client or the permission of the legal representative of the client.

The social worker may violate the principle of confidentiality and disclose client information without permission where necessary and permitted by applicable law, the court or this Code.

The social worker is transparent about the limits to confidentiality in professional practice by clearly articulating these limits to the client at the beginning of the relationship.

Value 6: Competence in the practice of the profession

The social worker respects the client's right to receive competent services. It analyzes the nature of social needs and problems and encourages the application of innovative and effective solutions to meet new and existing needs and, if possible, contributes to increasing the knowledge base of the profession. It is the responsibility of the individual to maintain excellence in the profession, to continually seek to increase his / her own professional knowledge and skills, and to apply his or her new knowledge to his or her level of professional training, aptitude and competence, consulting with colleagues or Supervise their work when necessary.

Principles:

The social worker respects the right of his clients to be offered the services of the best quality possible.

The social worker strives to maintain and increase his / her professional knowledge and abilities.

A social worker is diligent in dealing with the interests and safety of clients by limiting his professional practice to his own recognized areas of expertise.

The social worker contributes to the ongoing development of the profession and its capacity to serve humanity wherever possible by participating in the development of current and future knowledge of social workers or the development of new knowledge .

A social worker who engages in research minimizes risks to participants, ensures informed consent, maintains

confidentiality of information, and accurately reports the results of his / her research.

GUIDELINES FOR A PRACTICE IN CONFORMITY WITH ETHICS

1.0 Ethical Responsibilities to Customers

1.1 Priority of Customer Interests

1.1.1 The social worker considers the best interest of the clients as a priority, while taking into account the respective interests of the other persons.

1.1.2 A social worker shall not discriminate on the basis of age, ability, ethnic origin, sex, language, marital status, ancestry, political affiliation, race, religion , Sexual orientation or socio-economic status.

1.1.3 The social worker works with other professionals and service providers in the client's interest and with the consent of the client. It recognizes the client's right of decision in this regard and includes the client (or his / her legally mandated representative when unable to give consent) in the consultation process.

1.1.4 The social worker restricts his or her involvement in the personal affairs of clients to issues that relate to the services provided.

1.1.5 In exceptional circumstances, the interests of other persons or legal requirements and requirements may outweigh the interests of clients. In these cases, they are informed of the obligation imposed on the social worker to respect the interests of others (see section 1.5), unless the communication of this information is likely to harm them.

1.1.6 A social worker must protect the rights and interests of clients with limited decision-making abilities when acting on their behalf or in collaboration with others acting on behalf of clients (see Section 1.3).

1.2 Cultural Awareness

1.2.1 The social worker should strive to understand the cultures of others and their function in human behavior and society. It must recognize the strong elements that exist in all cultures.

1.2.2 A social worker recognizes the diversity that exists among and among people, communities and cultures.

1.2.3 The social worker recognizes and respects the impact that his / her own background, values, beliefs and preferences may have on his practice and on clients whose values and backgrounds are different.

1.2.4 The social worker must strive to have a practical knowledge and understanding of cultural and racial affiliation, the identity, values, beliefs and customs of his or her clients.

1.2.5 Where possible, the social worker provides the services or ensures that they are delivered in the language chosen by the client. If the services of an interpreter are required, the social worker will preferably use an independent and qualified professional interpreter.

1.3 Self-Determination and Informed Consent

1.3.1 The social worker promotes self-determination and autonomy in the client by encouraging him or her to make informed decisions about his / her personal interests.

1.3.2 The social worker shall evaluate, as soon as possible in the relationship, the client's ability to give informed consent.

1.3.3 If the client is a child, the social worker determines his or her ability to give consent and explains (where applicable) and his / her parents or guardians The nature of the relationship between the child and the child's caregiver (see section 1.5.5 for confidentiality).

1.3.4 A social worker shall discuss with the client at the earliest opportunity his or her rights and responsibilities and provide honest and accurate information on the following matters:

- the nature of the social service provided;

- recording of information by indicating the persons who will have access to it;
- the purpose, nature, extent and known impact of choices;
- the potential risks and benefits of proposed social work interventions;
- the client's right to obtain a second opinion or to refuse or interrupt a service (taking into account the limits imposed by the intervention with a non-voluntary client);
- the client's right to consult professional records and to inquire about the complaint process;
- **The limits of confidentiality (see section 1.5 for "confidentiality").**

1.3.5 The social worker provides services to the client only if the client has given valid informed consent or if the services are ordered by law or by a court (see section 1.4 for non-voluntary clients).

1.3.6 The social worker must obtain the client's informed consent before making an audio or visual recording of the client or before allowing a third party to observe the provision of services.

1.4 Responsibilities to Non-Voluntary or Unenforced Customers

1.4.1 The social worker admits that in some cases his / her capacity to promote self-determination is limited because the client is unfit to make his or her own decisions, is unwilling or itself or for others.

1.4.2 The social worker tries to use coercion as little as possible. Any action that violates or limits a client's civil and legal rights is only used after a thorough assessment of the situation (see section 1.6 "Protection of vulnerable members of society").

1.4.3 When a social worker receives an order from the court to make an assessment or agrees to do so under a legal warrant, it is primarily for the judge or his or her representative to do so. However, he continues to have professional obligations to the assessed client; They must

respect their dignity and be open-minded about confidentiality and professional competence.

1.4.4 In all cases where the client's right to self-determination is limited by the duty of care (eg, self-destructive behavior of a client), law (eg abused children), or Court order, the social worker helps the client negotiate for the highest degree of self-determination possible. Non-voluntary clients, in particular, are made aware of any limitations on their right to refuse services and are advised of how the information will be disclosed to other parties.

1.4.5 Where practicable or justified, the social worker shall notify the client of the decisions that are made about him unless it is proven that this information can cause or exacerbate serious harm to persons or the public in general.

1.4.6 Where the client is unable to give informed consent, the social worker protects his or her interests by recommending that the client be represented by a competent third party, such as a proxy decision maker.

1.5 Protection of Privacy and Confidentiality

The social worker respects the client's right to privacy. It does not solicit personal information from the client unless it is necessary to provide services or conduct social work research. Once the information has been disclosed or examined in a professional setting, confidentiality standards apply. The social worker protects the identity of the client and discloses confidential information to other parties (including family members) only with the informed consent of the client or his or her legal representative, or where the law or court Prescribes it. This obligation is maintained indefinitely even after the social worker has ceased his contact with the client. The general rule that social workers keep all confidential information does not apply where disclosure is necessary to avoid serious, foreseeable and imminent harm to the client or others (see section 1.6 "Protection of Members Vulnerable groups in society "). In all cases, the social worker must communicate only the minimum of confidential information necessary to achieve the goal.

1.5.1 As soon as possible during the professional relationship, the social worker discusses with the client the

nature of the confidentiality and the limits of his right to confidentiality. He reviews with the client the situations where the disclosure of confidential information may be required by law or professional ethics. Further confidentiality interviews may be required throughout the relationship.

1.5.2 The social worker assesses and considers how each client wishes to make use of his right to confidentiality in his / her cultural context.

1.5.3 The social worker shall inform his clients, to the extent possible, of the release of confidential information and its possible implications before such communication takes place. This shall apply in all circumstances unless, in the professional opinion of the social worker, such communication may have the effect of provoking or exacerbating serious prejudice to certain persons or the general public.

1.5.4 Where a social worker provides services to families, couples or groups, the social worker shall endeavor to reach an agreement between the parties regarding the right of everyone to confidentiality and the obligation to respect the confidentiality of Information from others. The social worker must notify participants of family, couple or group counseling sessions that he / she can not guarantee that all will respect this agreement.

1.5.5 Where the social worker provides services to a child, the social worker must explain to the child and his or her parents (if applicable) how the child welfare worker applies to a child. He may wish to reserve the right to communicate to the parents certain information revealed by the child when it is in the best interest of the child. The child must be informed of this possibility at the first session (see section 1.3.3 for fitness for consent).

1.5.6 The social worker takes care not to discuss confidential information in public places or semi-public particularly in corridors, waiting rooms, elevators and restaurants.

1.5.7 Social workers take the necessary precautions to ensure and preserve the confidentiality of information during transmission by computer, electronic mail, fax, voice mail and other electronic means. It must notify customers of

the limits to confidentiality that may apply to these forms of communication.

1.5.8 The social worker protects the confidentiality of written and electronic records of customers. He takes reasonable steps to ensure that client records are stored securely and that unauthorized persons do not have access (see Section 1.6 "Protecting vulnerable members of society"). 1.5.9 The social worker does not disclose information that could reveal the identity of customers when discussed in the context of a training or course, unless the customers involved agree.

1.5.10 The social worker does not disclose information that could reveal the identity of customers in discussions with consultants unless it has the consent of said client or whether urgent and absolutely necessary. If the practices and policies of an organization include the systematic consultation of a supervisor or a professional, the social worker must warn customers that this may limit confidentiality.

1.5.11 The social worker protects the right to confidentiality of deceased clients in accordance with the obligations mentioned above.

1.5.12 The social worker takes reasonable steps to protect the right to privacy of a client in the event of termination of service, death or disability from her.

1.5.13 The social worker shall take the necessary measures to deal with a possible infringement of confidentiality in respect of the values and principles of the Code, as well as standards of his employer and the competent regulatory body.

1.6 Protection of vulnerable members of society (see sections 1.3 to informed consent, and 1.5 for confidentiality)

1.6.1 Social workers who have reason to believe a child is being abused and that needs protection is obliged, under the laws of his country, to express its concerns to the competent authorities.

1.6.2 Social workers who have reason to believe that a customer intends to do harm to another person is obliged to inform the threatened person (if possible) and the police.

1.6.3 Social workers who have reason to believe that a client intends to harm must exercise professional judgment as to action to be taken in accordance with the laws of his country, standards of practice and policies of its workplace. In this case, the worker does not need the consent of the customer to do the right thing and keep it from harm. In deciding if applicable violate the right to privacy, the social worker must consider the imminence of self-destructive behavior, the possibility of a mental health problem and applicable professional standards and practices.

1.6.4 Social workers who have reason to believe that an adult client is abused should act according to the laws of the country.

1.7 Monitoring and processing client files

The social worker keeps a written record of interventions and professional opinions in accordance with standards and requirements imposed by the employer and the competent regulatory body. The caseworker information impartially and accurately, taking into account that the files can be accessed by clients or disclosed during legal proceedings. the social worker is encouraged to take care of:

- record only essential and relevant details
- ; • refrain from using an emotional or derogatory language;
- know the foundations of professional opinions;
- protect the right to privacy of customers and others affected.

1.7.1 The social worker makes no professional opinion that is supported by its own assessment or that, documented, another professional.

1.7.2 When records are transmitted between various agencies and professions, are only recorded as information related to customer needs and who meet employer requirements and professional standards of practice.

1.7.3 Before using client records for purposes other than business, such as for education, social worker obtains informed consent from clients.

1.7.4 In some cases, access to a customer record can be officially authorized or required by law. When the client's consent is not necessary, the social worker tries to inform him that access to his file was granted, if it does not cause risk to others.

1.7.5 Social workers ensure that clients have reasonable access to official records on social service. However, if there are professional, ethical or legal reasons that force to deny access, the social worker informed the customer that he has the right to request a review of the decision by resorting to legal or organizational mechanisms as the access to information Act (1983).

1.7.6 The social worker must take care to protect the privacy of third parties when it allows a customer to view the records. He may have to hide the information of third parties in the case.

1.7.7 If customers are not satisfied with their case, the social worker tells them use the complaints mechanisms.

1.7.8 The social worker protects client files, stores them securely and stores throughout the period required by law.

1.7.9 The social worker shall transfer or disposal of customer records in a way that protects the right to privacy of customers and meets the country's laws governing record keeping as well as the regulation of social service. The social worker also ensures that mechanical or electronic form on records be transferred or disposed of properly.

1.8 Termination or interruption of services

1.8.1 The social worker renegotiate or terminate professional services when they are no longer needed or no longer meet customer needs.

1.8.2 Social workers respect the voluntary client's right to terminate its services, to hire another doctor or seek a second opinion.

1.8.3 Whether the decision to renegotiate or terminate the services come from the client or social worker, this one (if any) should have a discussion with the client to evaluate and if possible resolve the difficulties or misunderstandings arising in the relationship. If the customer wants to receive

other professional services, the social worker can help find another practitioner.

1.8.4 The social worker talks to his client's needs, choices and preferences before continuing or stopping services, or offer a transfer or recommendation.

1.8.5 At the first opportunity, the worker puts his client aware of any factor, condition or pressure that may affect its ability to work properly and competently.

1.8.6 Where obliged to interrupt or terminate a professional relationship, the worker prevents his client and, if possible, to ensure that his case be referred to another professional.

2.0 Ethical Responsibilities in labor relations

It is the social worker to establish the content of industrial relations, with clients and with others, and to ensure that these relations serve the needs of customers and all persons whom he has a professional duty rather its own needs. When establishing a business relationship, the social worker must consider the relevant contexts such as age, culture and gender of the client and ensure that the dignity, individuality and human rights and members vulnerable in society are protected.

2.1 appropriate professional Limits

2.1.1 Social workers maintain appropriate professional boundaries throughout the professional relationship and even after it.

2.2 Operating for personal or professional benefit

2.2.1 The social worker should in no way exploit professional relationships for his own satisfaction or personal gain.

2.2.2 The social worker should not take unfair advantage of a professional relationship or exploit anybody to serve his personal interests, religious, political or commercial.

2.3 Conflict of Interest Statement

The social worker avoids conflicts of interest that may interfere with the exercise of professional discretion and impartial judgment. The social worker advises customers when a conflict of interest, real or potential, arises and takes

reasonable steps to resolve the situation in a way that serves primarily the interests of customers. In some cases it may well be necessary to terminate the relationship and refer the client to another professional.

2.3.1 When a social worker provides services to two or more persons who are bound together (eg, couple, members of the same family), he makes clear to all parties which individuals will be treated as customers and what the nature of his professional relationship with other people.

2.3.2 Social workers who anticipate a conflict of interest between people receiving services or who expects to have a difficult role, clearly establishes its role and responsibilities with its clients (eg when a social worker is called to testify in a dispute for custody of a child or divorce proceedings involving clients).

2.3.3 The social worker carefully examines the risks of professional conflict of interest where close personal ties and social relations, commercial or sexual with colleagues exist or are contemplated.

2.4 dual or multiple relationships

Dual or multiple relationships are established when the social worker, with his client relationships on several levels, eg, professional, social or commercial. This type of relationship can exist simultaneously or consecutively. Having contacts with customers in different contexts of everyday life, is not necessarily bad; but it is the social worker to evaluate the nature of these contacts to determine if he is not in a position of power or authority, which may unduly or negatively influence the decisions and actions of his client (see section 3.2.3 for supervised persons and section 3.3.9 for students).

2.4.1 The social worker care to assess the nature of dual or multiple relationships to ensure that the needs and welfare of its customers are protected.

2.5 Physical contact with customers

2.5.1 The social worker avoids having with its customers, physical contact that could harm them. If, in a given situation, this type of contact is appropriate, it is responsible

for establishing clear rules, adequate and culturally acceptable to it.

2.6 sentimental relations or sexual contact with clients

2.6.1 The social worker does not undertake romantic relationships or activities or sexual contact with the client even at the instigation of it.

2.6.2 The social worker does not undertake romantic relationships, activities or sexual contact with former clients whom he has provided psychotherapy services or thorough counseling. It should assess the nature of the professional relationship he had with his client and determine if it is not in a position of power and authority, which may unduly or negatively influence the decisions and actions of the former customer.

2.6.3 The social worker does not undertake romantic relationships, activities or sexual contact with social work students he supervises or he teaches (see Section 3.5 for Accountability students).

2.7 Sexual Harassment

Sexual harassment is manifested by sexual or lewd comments, sexual advances, requests for sexual favors or unwelcome behavior of a sexual nature manifested in a situation where a reasonable person would believe that the person harassed will be offended, humiliated or intimidated.

2.7.1 The social worker does not engage in sexual harassment behavior, and this, in respect of any person.

3.0 Ethical Responsibilities to Colleagues

3.1 Compliance

The social worker maintaining respectful relationships, integrity and courtesy with colleagues working in the field of social work or other fields. It strives to understand the differences in perspective and practice.

3.2 Collaboration and consultation When working with other professionals, the social worker is using their expertise for the benefit of its customers. He participates and contributes to making decisions that affect the well-being of customers,

drawing on knowledge, values and experiences of the social work profession.

3.2.1 The social worker cooperates with members of other disciplines to develop and disseminate ideas, knowledge, theories and skills, experiences and opportunities that strengthen the expertise of the profession and the provision of services .

3.2.2 The social worker is seeking advice and counsel from colleagues whenever it serves the interest of his client.

3.2.3 The social worker keeps abreast of jurisdiction and expertise of colleagues. He consults only those who, in his opinion, have the knowledge, expertise and skills related to the subject of the consultation. 3.2.4 The social worker only takes responsibility, merit and authorship of the work he has actually completed or to which he contributed.

3.2.5 Social workers recognize honestly the work and contributions of others.

3.3 Dispute Management

The social worker remains open to constructive feedback on their work and behavior. When called to criticize the behavior of his colleagues or their way of exercising the social worker is based on arguments and valid concerns. It discusses the differences in compliance with the Code of Ethics Principles and Guidelines for practical compliance with the ethics, and in a way that honors the profession.

3.3.1 The social worker who has doubts ethically about the actions of some of his colleagues trying to solve the problem by following the mechanisms established by the organization to which he belongs. If the problem can not be solved, the social worker is seeking other remedies to address the issue while taking into account the welfare of the client, ethical principles and obligations set by its regulator.

3.4 Responsibilities for supervision and consultation

In addition to the general provisions of the Code, the social worker who acts as a supervisor or consultant is guided by the following ethical principles:

3.4.1 The social worker who fulfills the roles of supervisor and consultant does so only in areas where it has the

required knowledge and skills.

3.4.2 The social worker does not maintain dual or multiple relationships with the people they supervise when risk of exploitation or harm to them. If the question arises, it is up to the supervisor to demonstrate that dual or multiple relationship in question does not operate the supervised person nor causes harm him (see section 2.4 "Double and multiple relations").

3.4.3 The social worker assesses the performance of the people he oversees fair, reverent and consistent with the expectations of the workplace

3.5 Responsibilities to students

In addition to the general provisions of the Code, teachers and practical training supervisors who oversee Social Work students are guided by the following ethical principles:

3.5.1 The social worker provides only guidelines in areas where there are skills and knowledge.

3.5.2 Social workers strive to give directions that are based on the knowledge and the latest information in the industry.

3.5.3 The social worker stimulates, among students in social work, knowledge and understanding of both the profession's Code of Ethics and other relevant sources on the ethics plan.

3.5.4 The social worker asks students to inform their customers of their student status.

3.5.5 The social worker informs students of their ethical responsibilities to agencies, supervisors and clients.

3.5.6 The social worker committed to the principles of respect for privacy and confidentiality inherent in the supervisory relationship and, at the beginning of the professional relationship establishes boundaries with students.

3.5.7 Social workers recognize that its role as a supervisor, should be centered on education and work. If a student needs a therapy or so requests, the instructor addresses a competent professional.

3.5.8 The social worker assesses the performance of its students in a fair, reverent and consistent with the expectations of the school.

3.5.9 The social worker does not maintain dual or multiple relationships with students when risk of exploitation or harm to them. It is up to teachers in social work and practical training supervisors to establish clear boundaries, appropriate and culturally appropriate plan (see section 2.4 "Double and multiple relations").

4.0 Ethical Responsibilities in the Workplace

4.1 Professional Practice

4.1.1 Social workers recognize the goals and objectives set by the organization, agency or service provider that employs him, and strives to achieve in accordance with ethical principles specific to the professional practice .

4.1.2 Social workers strive to meet the best service delivery standards and reports in this regard.

4.1.3 The social worker uses the resources of the organization honestly and only for the purposes intended.

4.1.4 The social worker questions with relevance, and seeks to improve the policies, methods, practices and service delivery models:

- who do not meet the best interests of the client;
- who are unjust;
- that are abusive, harmful to the exercise of autonomy or inappropriate culturally;
- that are discriminatory.

4.1.5 When policies and practices of employers are contrary to professional standards, the social worker is working to make changes through consultation, using appropriate mechanisms put in place by organizations.

4.1.6 The social worker takes all reasonable steps to ensure that employers are aware of their obligations in terms of ethics, and recommends that the conditions and policies in place reflect professional practice complies with the ethical.

4.1.7 The social worker takes all reasonable means to enforce its values, ethical principles and responsibilities even if they go against the policies of his employer and orders of the administration.

4.2 Conflicts employer-employee

4.2.1 The social worker may participate in concerted actions, including joining a union or a form in order to improve client service, professional remuneration and working conditions.

4.2.2 The social worker who participates in conflicts employees employers, pressure tactics to work or strikes, guide its actions on the principles and values of the profession. There are reasonable differences of opinion between social workers about their main obligations as professionals during a strike or applying a way of actual or anticipated pressure. Before deciding on a course of action, the social worker carefully examines the issues and their potential impact on customers.

4.3 Responsibilities of Managers

In addition to the general provisions of the Code of Ethics and Guidelines for practice complies with the ethical, social workers or managers who occupy equivalent administrative positions are guided by the following ethical principles:

4.3.1 The social worker informs administrators of the organization on the ethical responsibilities of social workers. He urged his employers to remove, workplace, factors that hinder or impede the ethical practice.

4.3.2 Social workers strive to encourage teamwork, communication and responsible and effective delivery of social work services.

4.3.3 Social workers strive to obtain and maintain adequate staff levels and acceptable working conditions.

4.3.4 Social workers strive to facilitate access to professional consulting services or supervision for professional practice of social service.

4.3.5 Social workers strive to facilitate access to continuing education and professional education for employees who are under his authority, and recommends that employees

have access to the necessary resources to meet their development needs.

4.3.6 The social worker ensures that, if they need it, employees have the opportunity to express themselves or receive appropriate professional support especially when facing difficult or traumatic experiences.

5.0 Ethical Responsibilities in private practice

In addition to the general provisions of the Code of Ethics and Guidelines for practical compliance with the ethics, the social worker in private practice is guided by the following ethical principles:

5.1 Insurance

5.1.1 The social worker agreed with an appropriate insurance (liability insurance and insurance against malpractice and defamation).

5.2 Conflicts of interest (see section 2.3 "Conflict of Interest Statement")

5.2.1 The social worker does not try to recruit clients for private practice with his colleagues nor his place of work, unless a request has been made in this direction (eg in difficult areas to serve, employers may require that employees also have a private practice providing follow-up services).

5.2.2 Subject to the provisions of subparagraph

5.2.1, the social worker can accept clients from his place of work when it does not provide similar services or the measure complies with the guidelines established by the workplace about it.

5.3 Fees

5.3.1 The social worker concluded a service contract with a customer:

- indicates its fee schedule at the beginning of the relationship, and explain to the client what he expects of it and the terms that apply regarding cancellations and unpaid bills;

- does not claim that the fees which it has agreed with the client;
- only demand payment of the reasonable number of hours spent on service delivery, research, consultation and administrative work for that client;
- avoid accepting goods or services as payment for professional services. barter agreements, particularly for services, opening the door to conflicts of interest, exploitation and the establishment of inappropriate boundaries in relationships between social workers and their clients;
- The social worker may barter when it is shown that it is a professional practice accepted in the local community where it is located and considered essential to the provision of services, it is negotiated without duress and practiced for the good of the customer and with informed consent. It is entirely up to the social worker who accepts goods and services as professional services payment to show that the arrangement harms neither the customer nor the profession.

5.3.2 The social worker may ask differential fees for its services as long as the difference is in the customer's advantage and that the fees are not discriminatory.

5.3.3 The social worker may charge interest on overdue accounts as provided in the Act. In these cases, the social worker must indicate the interest rate on all invoices and accounts.

5.3.4 The social worker may pursue civil remedies to secure payment of its services, if at the beginning of the contract he informed the client of this possibility (see section 1.5 for confidentiality).

6.0 Ethical Responsibilities as part of research

In addition to the general provisions of the Code of Ethics and Guidelines for practical compliance with the ethics, the social worker who conducts research is guided by the following ethical principles:

6.1 Research Methods

6.1.1 The social worker form rigorous research practices and teaches his students and colleagues.

6.1.2 Social workers respect the ethical conventions of research when undertaking study or research. He only employs suitably qualified personnel (or provides the necessary training) and pays particular attention to the qualifications required for the practice of specialized techniques.

6.2 Risk Reduction

6.2.1 The social worker puts the interests of those involved in the research above his personal interests and the interests of the research project.

6.2.2 Before embarking on a research project or to participate, or before publishing research results, the social worker carefully assess the possible consequences on people and on society.

6.2.3 Prior to his research, the social worker presents his project to independent researchers who examine it according to scientific and ethical rules.

6.2.4 Social workers strive to protect research participants discomfort, suffering, injury and deprivation of physical, mental and emotional.

6.2.5 The social worker shall take the necessary measures to ensure that participants have access to appropriate support services.

6.2.6 The social worker ensures that adequate resources are in place to protect the dignity and privacy of research participants.

6.3 Informed consent, anonymity and confidentiality

The social worker gets participants or their legally authorized representatives, informed consent to participate in research. In addition, it offers children and people whose ability to give informed consent is limited for any reason whatsoever, the opportunity to express their approval or rejection of research procedures, and give their opinion on the subject.

6.3.1 The social worker ensures that consent is given voluntarily without coercion and without reference to the

consequences of refusal. Participants are advised that they may withdraw from a study at any time, without compromising the delivery of professional services they receive in the research project or future access to other social services.

6.3.2 The head ensures that the identity of the worker research participants remains confidential and converses with them only in limited circumstances and for business purposes. It is recommended that be treated as confidential all information obtained or of the participants about them during the search and could identify them. The identity of the participants should be separated from stored data, for example, using identification numbers to the polls and other surveys, and pseudonyms for transcripts of qualitative interviews.

6.3.3 The social worker ensures that participants' anonymity is preserved in subsequent reports on research.

6.3.4 The social worker keeps a safe place research equipment and for the period prescribed by the relevant ethical guidelines.

6.4 Not using manipulation

6.4.1 The social worker usually eliminates the need for handling because of the negative impact that this approach can have on public confidence in the profession.

6.4.2 Social workers develop or conducts research involving the use handling or lifting the consent requirement (eg, certain forms of naturalistic observation and archival research), if a project review by third parties ruled justifiable practice given its scientific, educational or practice early, and when it is impossible to use other equally effective methods without manipulation or lifting of the requirement of consent.

6.5 Accuracy of search results reports

6.5.1 Social workers report research results accurately and objectively, recognizes the contributions of others and respects copyright law. In the field of research and scholarship, only the truly accomplished work is recognized.

6.5.2 Where possible, the social worker advises participants or their legally authorized representatives, research results

concerning

6.5.3 Where possible, the worker submits the search results that show or demonstrate inequalities or social injustice to the attention of the parties concerned.

7.0 Ethical Responsibilities to the profession

7.1 Maintenance and enhancement of the profession's reputation

7.1.1 The social worker contributes to the achievement of excellence in the social work profession. He participated in the discussion and constructive criticism of the profession, its theories, methods and practices.

7.1.2 The social worker maintains the dignity and integrity of the profession, and practice exercises based on information from a basic knowledge of recognized social service.

7.1.3 The social worker indicates the level of education obtained only after his title he was given by the educational institution.

7.1.4 The social worker does not claim to have received a formal education in social work in the case of a skill or training obtained only by attending a lecture, a demonstration, a conference, a workshop or other similar educational presentation.

7.1.5 For continuing vocational training, social worker complies with the regulations of the province or territory where such rules exist.

7.1.6 The social worker does not make false, misleading or exaggerated its effectiveness on its past or planned within the framework of professional services.

7.1.7 Social workers strive to promote the profession of social work, its process and its results and defend the profession against unjustified criticism.

7.1.8 The social worker makes a distinction between his actions and statements as a private citizen and his actions and statements as professional, recognizing its obligation to ensure that no outside interest not tainted the profession's reputation.

7.2 Practices contrary to the ethics from colleagues

7.2.1 Social workers take appropriate action when a breach occurs professional practice and ethics; he behaves himself in accordance with the Code of Ethics and Guidelines for practical compliance with the ethics and the standards of the regulator.

7.2.2 Social workers who have direct knowledge of incompetence or difficulties of a colleague in the workplace consults with other colleagues about it and, where feasible, helps the colleague to take corrective action. Difficulties may come, for example, personal problems, or psychosocial problems related to substance abuse or mental problems.

7.2.3 If he thinks that the colleague in question has not taken appropriate measures to address the problem, the social worker is needed following the appropriate mechanisms established by the employer, the regulatory body or other professional organizations.

7.2.4 The social worker does not intervene in the existing professional relationship between other social workers and their clients unless a customer requests it and if he himself is convinced that this intervention is the best interest and customer wellbeing.

7.3 Regulatory Practices (in areas where social work is regulated)

7.3.1 The social worker cooperates in the investigation of complaints against itself or other social workers, and, if applicable, related disciplinary hearings.

7.3.2 Social workers may disclose confidential information as part of a disciplinary hearing involving a social worker, when the court or disciplinary body gives the order, while taking care to disclose the minimum of required information.

7.3.3 The social worker refers to the relevant professional body, people who make misleading statements about their qualifications as social workers or their eligibility regulations or membership in a professional association.

8.0 Ethical Responsibilities towards society

Social workers advocate for changes in the best interest of its customers and the general interest of society, the

environment and the global community. In fulfilling its responsibilities to society, the social worker must often strike a balance between respect for the individual right to self-determination and the protection of vulnerable members of society against damage could be their facts. This double ethical responsibility is the mark of the social work profession and requires complex professional skills and well developed. When the legal obligations that require social worker breaks confidentiality and limit the right to self-determination of his client, it must do so with the minimum of coercion required by law or the circumstances (see Value 1).

8.1 Sources of information on social needs

8.1.1 The social worker identifies and interprets the origin and nature of the problems experienced by individuals, groups, communities, as well as nationally and internationally, so that policy makers and the general public are better informed and understand better.

8.2 Participation in social action

8.2.1 The social worker dedicated to the identification, documentation and action to prevent and eliminate domination, exploitation and discrimination against any person, group or class based on age, abilities, ethnicity, gender, language, marital status, ancestry, political affiliation, race, religion, sexual orientation and socioeconomic status.

8.2.2 Social workers strive to participate in social and political action aimed at ensuring that everyone has equal access to resources, services and opportunities they need to meet their basic human needs and to develop fully.

8.2.3 The social worker is aware of the impact that the political arena on practice and strives to bring about changes in policy and legislation to improve existing social conditions to meet basic human needs citizens and promote social justice.

8.2.4 Social workers strive to expand choice and opportunity for all with special attention to people or vulnerable, disadvantaged, oppressed and exploited.

8.2.5 Social workers strive to foster the conditions that encourage respect for cultural and social diversity in Canada and around the world. It promotes policies and practices that respect the differences, supports the expansion of knowledge and cultural resources, advocate for programs and institutions that demonstrate cultural competence and promote policies that guarantee the rights of all and confirm the principles of social justice and equity for all.

8.3 Public Participation

8.3.1 Social workers strive to facilitate informed public participation in the development of social policies and institutions.

8.4 Public Emergencies

8.4.1 The social worker provides professional services during public emergencies wherever possible.

8.5 Action for the Environment

8.5.1 Social workers strive to advocate for a clean and healthy environment and to develop environmental strategies corresponding to the principles and practices of social service.

Glossary

Ability Ability to understand information to make a decision and to appreciate the reasonably foreseeable consequences of action or lack of action. This ability manifests itself from time to time when each decision, and a person can be perfectly capable of making a decision regarding his place of residence, for example, but unable to do so when it comes to a treatment. The ability can change over time (Etchells, Sharpe, Elliot and Singer, 1996). Recent references in the Law demonstrate the concept of "mature minor" and that Rozovsky Rozovsky (1990) define as "... a person who is able to understand the nature and consequences of medical treatment. Such a person has the power to consent to medical treatment without parental consent is not required "[TRAD.] (P. 55). They cite the comments of Justice Lambert in Van Mol v. Ashmore, which help to clarify a common question of law regarding the suitability of a minor to consent. Lambert JA stated: "In common law, without reference to statutory law, an underage person may, in its own name, give fully informed consent to medical treatment

if she has sufficient maturity and understanding, and ability to understand the implications of the decision on the proposed medical treatment ... once the young person has a maturity, intelligence and an ability to understand enough is able to give informed consent, the discussions on the nature of the treatment, its severity, the material risks and any special or unusual risks, and decisions on the current treatment and the form of treatment, must all take place with the participation of the young person's bodily integrity is violated and whose life and health can be affected by the results of treatment. "[TRAD]. Self-determination core value of social service that returns the right to conduct oneself and freedom of choice without interference from others. Self-determination is codified in practice by the mechanisms of informed consent. The social worker may be forced to limit the exercise of the determination by a client when it is not able to invoke it or to prevent it to do harm to himself or others. (Regehr and Antle, 1997).

No customer, family, group of persons, incorporated body corporate, association or community on whose behalf a social worker gives or agrees to give a service, or which he is required by law to provide a service. Examples of imposing legal obligation to provide a service include the liability imposed by law (as in the case of the child protection) or valid court order. In the case of valid court order, the judge or the court is the customer, and the person who receives a court order to participate in an assessment is recognized as an unwitting customer.

Conduct unbecoming behavior or conduct that does not meet the standards of care of social service and is, therefore, subject to disciplinary action. In reaching a decision in *Matthews and Board of Directors of Physiotherapy* (1986) 54 OR (2nd) 375, J. Saunders spoke three important statements regarding standards of practice and, therefore, codes of ethics: 1. Standards practice are inherent characteristics of any profession. 2. The Standards of Practice can be written or not. 3. Certain types of behavior are clearly considered equivalent to misconduct and it is not necessary to state them in writing; other behaviors may be subject to discussion in a profession. (See "Standard of Practice")

Privacy professional value that requires that information acquired in the profession's scope be kept confidential and not be disclosed to any third party without the consent of

the client or not there is a professional or legal requirement to report said information without the informed consent of the client.

Informed Consent Voluntary agreement given by a customer able to consent, which is based on the received information about the risks and expected benefits associated with the agreement in question (p. eg., participation in counseling sessions or agreement to disclose a social service report to a third party).

Discrimination

unfavorable treatment of certain people, or negative or prejudicial attitudes based on discernible differences or stereotypes (AASW, 1999).

human rights rights of a person are considered the foundation of freedom and justice and serve to protect that person from discrimination and harassment. Social workers can refer to the Canadian Charter of Rights and Freedoms set out in Annex B to the Constitution Act, 1982 (UK), c. 11, which came into force on 17 April 1982 and the Universal Declaration of Human Rights, proclaimed by the United Nations General Assembly on December 10, 1948.

Child

The Convention on Children's Rights adopted by the United Nations in 1959 and ratified by Republic of Guinea July 13, 1990, defines a child as a person under 18 years unless the law of his country gave the majority a younger age (Alberta Law Reform Institute, 1991). Under the Criminal Code of Guinea, the age of consent is over 14 years; in the context of the criminal code, age concept defers to the ability to consent to sexual relations. All Guinea in jurisdictions have laws on child protection in which are defined ages for protection. The social worker is encouraged to maintain their knowledge of the laws applicable in the sector about the children the age of consent.

malpractice and negligent behavior that fits into the concept of "improper behavior" and relates to the exercise of the profession of social work within the parameters of a professional relationship falling below the standards of practice, and causing harm to the client, or a worsening of his situation. This includes behavior which could result in the

following: assault, deceit, fraudulent misrepresentation, defamation, breach of contract, violation of human rights, malicious prosecution, arbitrary detention or criminal conviction.

STANDARD PRACTICE IN THE AGTS

standard of care generally expected of competent social workers. This means that the public is assured that a social worker has been properly trained, and has the skills and diligence necessary to provide services in social work. Social workers are strongly encouraged to refer to the standards of practice established by his organization provincial or territorial regulations or by a competent professional association (see "unbecoming conduct").

Social worker Person who is duly accredited for the exercise of the profession of social work in a province or territory or where mandatory certification does not exist, who received a social work education from a recognized institution by the Canadian Association for social Work Education (ACCESS) or in an institution outside Canada that was approved by the AGTS. This person practice social work and voluntarily agrees to abide by the provisions of this Code of Ethics. Note: Social workers living in Quebec and British Columbia, and who were educated outside of Canada, following a separate approval process in their respective provinces.

Volunteer "In the context of consent, the adjective"
voluntary "Referring to the rights of a client to make decisions about treatment without suffering undue influence, such as the possibility that another person is trying to control this client by force , coercion or handling. ... The requirement for volunteering does not automatically imply that clinicians should refrain from persuading his client to accept advice. The Persuasion involves appeal to reason the customer trying to convince him of the merits of a mode of action. While trying to persuade the client to follow a particular course of action, the clinician leaves him free to accept or reject his advice. "