

April ABT RBT Training

RBT Ethics Codes and Professional Behavior

Today we will:

- Review the core principles of ethics within ABA
- Discuss the importance of the RBT Code of Ethics
- Hear scenarios
- Identify ways to navigate challenging situations
- Ask questions

Core Principles

Benefit others: Behavior analysts work to maximize benefits and do not harm by:

- **Protecting the welfare and rights of clients above all others**
- Protecting the welfare and rights of other individuals with whom they interact in a professional capacity
- Focusing on the short- and long-term effects of their professional activities
- Actively identifying and addressing the potential negative impacts of their own physical and mental health on their professional activities
- Actively identifying potential and actual conflicts of interest and working to resolve them in a manner that avoids or minimizes harm
- Actively identifying and addressing factors (e.g., personal, financial, institutional, political, religious, cultural) that might lead to conflicts of interest, misuse of their position, or negative impacts on their professional activities
- Effectively and respectfully collaborating with others in the best interest of those with whom they work and **always placing clients' interests first**

What does this mean?

The interest of the _____ always comes first!

When you a service provider, every interaction with your client needs to be _____

When collaborating with others, the interest of the _____ always comes first!

Core Principles

Treat Others with Compassion, Dignity, and Respect. Behavior analysts behave toward others with compassion, dignity, and respect by:

- Treating others equitably, regardless of factors such as age, disability, ethnicity, gender expression/identity, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, socioeconomic status, or any other basis proscribed by law
- Respecting others' privacy and confidentiality
- Respecting and actively promoting clients' self-determination to the best of their abilities, particularly when providing services to vulnerable populations
- Acknowledging that personal choice in service delivery is important by providing clients and stakeholders with needed information to make informed choices about services

What does this mean?

Clients should not be treated any _____ based on any status regarding protected populations.

Decisions about our clients need to be significant and in the best _____ of each individual.

Clients and stakeholders have the right to _____ choices about the services provided. No information should be withheld.

Core Principles

Behave with Integrity. Behavior analysts fulfill responsibilities to their scientific and professional communities, to society in general, and to the communities they serve by:

- Behaving in an honest and trustworthy manner
- Not misrepresenting themselves, misrepresenting their work or others' work, or engaging in fraud
- Following through on obligations
- Holding themselves accountable for their work and the work of their supervisees and trainees, and correcting errors in a timely manner
- Being knowledgeable about and upholding BACB and other regulatory requirements
- Actively working to create professional environments that uphold the core principles and standards of the Code
- Respectfully educating others about the ethics requirements of behavior analysts and the mechanisms for addressing professional misconduct

What does this mean?

Being honest, trustworthy, and accountable for sessions, times worked, and your competence as a professional.

Maintain _____ environments and know the why/importance of this maintenance.

Be _____ about our practice and ask questions when you are not sure!

Core Principles

Ensure their Competence. Behavior analysts ensure their competence by:

- Remaining within the profession's scope of practice
- Remaining current and increasing their knowledge of best practices and advances in ABA and participating in professional development activities
- Remaining knowledgeable and current about interventions (including pseudoscience) that may exist in their practice areas and pose a risk of harm to clients
- Being aware of, working within, and continually evaluating the boundaries of their competence
- Working to continually increase their knowledge and skills related to cultural responsiveness and service delivery to diverse groups

What does this mean?

Know your limits! If you are unsure how to work on a target, let someone know!

Engage in activities that will build your professional _____ in the field of ABA.

Don't engage in practices that have the potential to _____ clients.

RBT Ethic Codes

The RBT Ethics Code is enforced under the BACB's Code-Enforcement Procedures. All RBT applicants and RBTs must agree to follow this code and all BACB requirements for RBTs. Lack of awareness or misunderstanding of the standards in this code is not an excuse for failing to comply with them. RBTs must also follow the applicable laws and requirements of other relevant entities (e.g., employers, licensure boards).

We will add the code to the RBT website or,

Find the code here:

<https://www.bacb.com/wp-content/uploads/2022/01/RBT-Ethics-Code-220316-2.pdf>

RBT Ethic Codes

Section 1 – General Responsibilities

1.02 RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments. When commitments cannot be met, RBTs work with their supervisors to address the situation in the best interest of clients

Points to Consider:

We go into client homes, how to ensure a professional environment?

Excessive cancellations are not following through with client commitments.

When concerns arise, reaching out to your BCBA supervisor should be your first step!

RBT Ethic Codes

Section 1 – General Responsibilities

1.09 RBTs are aware that their personal biases or challenges (e.g., mental or physical health conditions; legal, financial, marital/relationship challenges) may impact their ability to effectively carry out their behavior-technician services. If their biases or challenges may impact services, they take steps to resolve the issue (e.g., developing an action/care plan, reporting to their supervisor, refraining from working with clients until the issue is resolved, reporting to the BACB) and document these actions

Points to Consider

If you are having personal biases/challenges communicate with your BCBA! We want to help!

If services are impacting services, **communicate with the BCBA to develop a plan!**

We cannot drop/switch/stop services for clients abruptly. Sharing concerns will allow us to work on a plan and provide support until a solution is found!

Consider this....

An RBT had concerns with the client targets and progress within them. The concern was brought to the BCBA. At first the BCBA was collaborative and provided training. Concerns from the family were expressed to the RBT. The RBT takes the concerns to the BCBA. The BCBA began to stop supporting the RBT and only gave negative feedback. The RBT felt she could no longer effectively work on the case.

What should the RBT do?

RBT Ethic Codes

Section 1 – General Responsibilities

1.10 RBTs avoid multiple relationships with clients, coworkers, and supervisors. Multiple relationships occur when there is a mixing of two or more relationships (e.g., friend, family member, employee/employer) that may result in conflicts of interest and risk of harm to the client. If RBTs find that a multiple relationship has developed, they immediately inform their supervisor, work to resolve it, and document these actions. If the multiple relationship involves their supervisor, RBTs should report it to their supervisor's manager or other appropriate entity (e.g., human resources, BACB) and document this communication

Points to Consider

The best way to avoid these multiple relationships is to avoid providing any care other than ABA therapy to the family (ie. respite, babysitting, tutoring).

Some things don't inherently scream multiple relationships, but open the door. These things include exchanging social media, discussing plans outside of session, divulging too much personal information.

Families should not be contacting you outside of session for any reason. Reasons that are client specific should be directed to your BCBA.

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What is an example of multiple relationships?

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**Why are they all examples
of multiple relationships?**

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RBT Ethic Codes

Section 1 – General Responsibilities

1.11 Because the exchange of gifts can lead to conflicts of interest and multiple relationships, RBTs do not give gifts to or accept gifts from clients, stakeholders, or supervisors with a monetary value of more than \$10 US dollars (or the equivalent purchasing power in another currency). A gift is acceptable if it functions as an occasional expression of gratitude and does not result in financial benefit to the recipient. Instances of giving or accepting ongoing or cumulative gifts may rise to the level of a violation of this standard if the gifts become a regularly expected source of income or value to the recipient. If an employer has a stricter policy regarding gift exchange (e.g., prohibiting gift exchange), RBTs follow that policy.

Points to Consider

This ethical code sometimes is debated throughout the community. If you are not sure of what would be acceptable or not...reach out to your BCBA!

We at times have to do a risk/benefit analysis of accepting certain items. This should be discussed with your BCBA!

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What is an acceptable form of gift exchange?

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RBT Ethic Codes

Section 1 – General Responsibilities

1.12 RBTs do not engage in romantic or sexual relationships with current clients, stakeholders, or supervisors. They do not engage in romantic or sexual relationships with former clients or stakeholders for a minimum of two years from the date the professional relationship ended. They do not engage in romantic or sexual relationships with former supervisors until the parties can document that the professional relationship has ended (i.e., completion of all professional duties). **They do not receive supervision from individuals with whom they have had a past romantic or sexual relationship until at least six months after the relationship has ended.**

RBT Ethic Codes

Section 2 – Responsibilities in Providing Behavior-Technician Services

2.03 RBTs conduct themselves in a professional manner during all work activities (e.g., delivering services, receiving training, or supervision). They take action to improve their performance following feedback from supervisors.

Points to Consider

Even though our workplace setting is within our client's homes, remember it is your place of work!

Feedback from supervisors is something we need to grow and develop our skills. While RBTs implement treatment everyday, the BCBA has a lot of rationale and background about targets and client programming.

If you do not agree with feedback given, ask for an explanation!

RBT Ethic Codes

Section 2 – Responsibilities in Providing Behavior-Technician Services

2.08 RBTs protect the confidentiality and privacy of their clients, stakeholders, and others in the workplace by following all related requirements established by the BACB, employers, and the law (e.g., privacy laws, licensure requirements). RBTs maintain confidentiality when interacting with client information and records.

Points to Consider

Client information needs to be confidential!

Think about where you are when having conversations. We never want to share information, especially if it's identifiable, that will give other's clues to who we are talking about.

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Following supervision, the RBT was given feedback. She did not agree with the feedback. The next supervision, the BCBA observed the RBT to not make the suggested changes. What ethics code is the RBT not following?

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RBT Ethic Codes

Section 3 – Responsibilities to the BACB and BACB-required Supervisor

3.02 RBTs are honest and accurate in all communications with the BACB and their supervisor. If an RBT becomes aware that they submitted inaccurate or false information or documents to the BACB, they immediately contact the BACB to correct the issue. If an RBT becomes aware that they submitted inaccurate or false information or documents to their supervisor or employer, they immediately contact those parties to correct the issue and determine the need to self-report the situation to the BACB.

Points to Consider

Have you moved?

Has your name changed?

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What information or documents should be reported to the BACB?

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Scenarios

The following are scenarios that apply to these ethical codes. Please consider what you would do in the following situations.