

Welcome To Special Learning's

ETHICS FOR RBTS IN THE FIELD OF (APPLIED) BEHAVIOR ANALYSIS



Ethics in Practice Training Series

**PRESENTER: Jon Bailey, PhD,
BCBA-D**



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Housekeeping



1. Post questions. If your question is selected, we may unmute you and request that you repeat your question verbally.
2. If you experience technical issues during the webinar, contact Gotowebinar directly by calling (877) 582-7011.
3. There will be a 5 minute break near the half way point.
4. A recorded version of this webinar will be available next week. You will receive an eMail with login instructions.
5. If you need CEUs, you will need to submit the completed CEU Submission form.



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Speaker Bio



Dr. Bailey received his PhD from the University of Kansas and is currently Professor Emeritus of Psychology at Florida State University, where he was a member of the graduate faculty for 38-years and produced a record 63 PhDs. He is currently Director of the FSU Panama City Masters Program in Applied Behavior Analysis.

Dr. Bailey is a Board Certified Behavior Analyst. He is Secretary/Treasurer and Media Coordinator of the Florida Association for Behavior Analysis, which he founded in 1980.

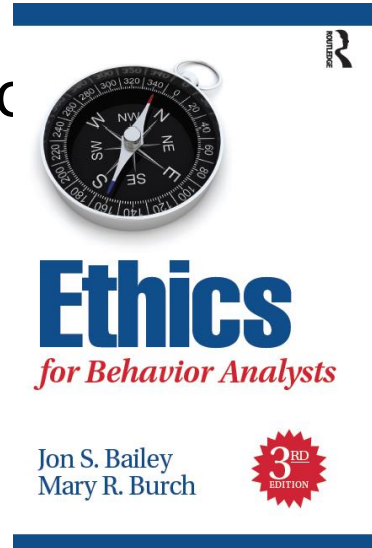
Dr. Bailey has published over 100 peer-reviewed research articles, is a past editor of the *Journal of Applied Behavior Analysis*, and is co-author of *Research Methods in Applied Behavior Analysis*, *How Dogs Learn*, *Ethics for Behavior Analysts*, *2nd Expanded Edition*, *How to Think Like a Behavior Analyst*, and *25 Essential Skills and Strategies for Professional Behavior Analysts*, all co-authored with Dr. Mary Burch.



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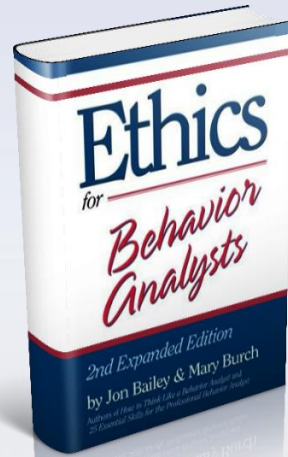


1. Professional and Ethical Compliance Code for Behavior Analysts*
2. Ethics for Behavior Analysts (3rd Edition)
3. Full Presentation
4. <http://www.coebo.com/the-code>

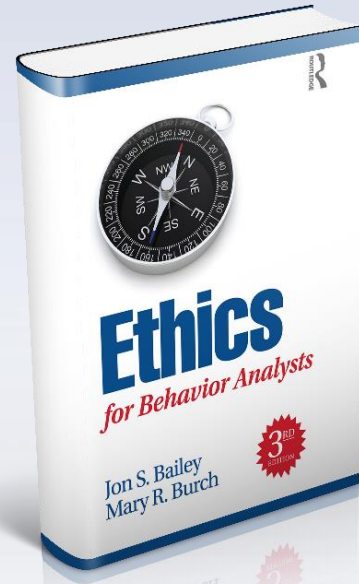


Major Changes from 2nd Edition to 3rd Edition

2nd Edition



3rd Edition



Learning Outcomes



- Participants will review the 10 areas of the **Professional and Ethical Compliance Code for Behavior Analysts**.
- Participants will understand which areas of the compliance code pertain to RBTs.
- Participants will understand the importance of Ethics to the field of Behavior Analysis.
- Participants will know the reasons behind the BACB's decision to move to the new **Professional and Ethical Compliance Code for Behavior Analysts**.
- Participants will have an initial understanding of supervisee requirements for RBTs.
- Participants will know how to incorporate ethics into their everyday decision making.



Overview of Compliance Code



- 1.0 Responsible Conduct of Behavior Analysts
- 2.0 Behavior Analysts' Responsibility to Clients
- 3.0 Assessing Behavior
- 4.0 Behavior Analysts and the Behavior-Change Program
- 5.0 Behavior Analysts as Supervisors



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Overview of Compliance Code



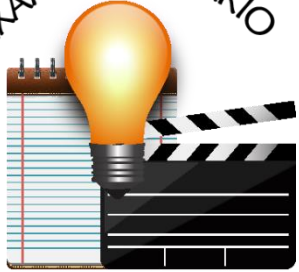
- 6.0 Behavior Analysts' Ethical Responsibility to the Profession of Behavior Analysis
- 7.0 Behavior Analysts' Ethical Responsibility to Colleagues
- 8.0 Public Statements
- 9.0 Behavior Analysts and Research
- 10.0 Behavior Analysts' Ethical Responsibility to the BACB



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Ethical Scenario: Code 1.06

EXAMPLE SCENARIO



- “I was wondering what your thoughts are on sharing personal milestones with clients (ex. an RBT inviting clients to attend or be in their wedding). Any advice is appreciated.”



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Ethical Scenario: Code 1.06



- *“As an RBT you meet a family and begin doing ABA with their child. Soon they ask you to transport their child to daycare (which is about 1/2 mile from their home) after this your are asked to transport the child to speech therapy and occupational therapy. The company you work for does not reimburse for mileage and when asking the company for clarification on their policy for transporting a client they instruct you to discuss reimbursement with the client's family. This appears to be a multiple relationship.”*



Ethical Scenario: Code 1.06

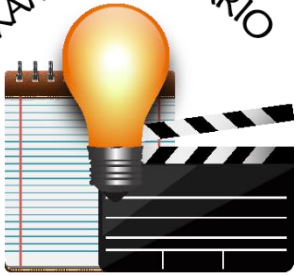


- *“...looking for practical advice on how to handle situations when a family offers water, small food items. At times, it is culturally sensitive to refuse, on the other hand, the technical definition of "gift" would seem to dictate that we can accept nothing. I've made it a point to stress to families from the beginning that I can't accept anything, but have heard from other BCBA's that I may be interpreting the rule too strictly.”*



Ethical Scenario: Code 2.06

EXAMPLE SCENARIO



- “If an RBT observes the company they work for not following appropriate confidentiality practices, such having the client’s first and last name posted on documents on the cubicle wall, what should they do?”



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3.0 Assessing Behavior



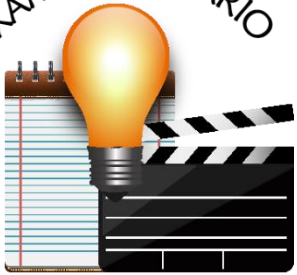
- 3.01 Behavior-Analytic Assessment



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Ethical Scenario: Code 3.01

EXAMPLE SCENARIO



- The BCBA for a client asks the RBT to fill out a VB-MAPP barriers assessment on the child, but the RBT has never seen the assessment done before. Should he/she try to fill out the assessment?



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4.0 Behavior Analysts and the Behavior-Change Program

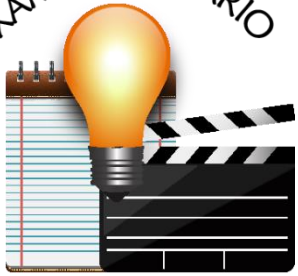


- 4.10 Avoiding Harmful Reinforcers



Ethical Scenario: Code 4.10

EXAMPLE SCENARIO



- The only reinforcer a client seems interested in is skittles. He won't ask for anything else and refuses to do work unless the RBT gives him skittles. How should he/she handle this situation?



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Code 5 will be addressed later in the presentation when we discuss Supervision



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6.0 Ethical Responsibility to the Profession of Behavior Analysts



- 6.01 Affirming Principles
- 6.02 Disseminating Behavior Analysis



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7.0 Behavior Analysts' Ethical Responsibility to Colleagues



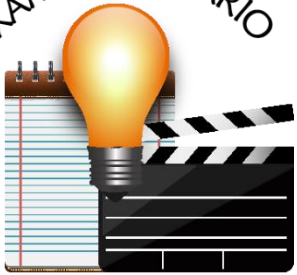
- 7.01 Promoting an Ethical Culture
- 7.02 Ethical Violations by Others and Risk of Harm



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Ethical Scenario: Code 7.02

EXAMPLE SCENARIO



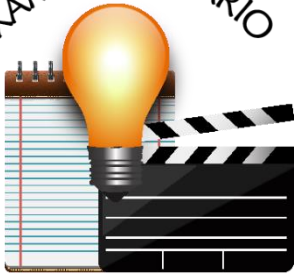
- “I am currently accruing my hours for my BCBA and am working for a private agency. I gave my 2 weeks notice to my current employer since I’ve decided to work elsewhere. The director told me I would be in violation of the BACB ethics code by only giving 2 weeks notice because the code states it should be 4. I revised the code and see not mention of a specific timeline for transitions.”
- “Can you please advise on if this is ethical practice on my part and theirs?”



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Ethical Scenario: Code 7.02

EXAMPLE SCENARIO



- The RBT notices that their client is consistently being dropped off at the center in a car that smells strongly of Marijuana use. The child's clothes also smell very strongly of Marijuana.
- **What is the RBT ethically bound to do in this situation?**



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8.0 Public Statements



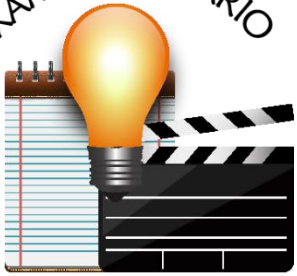
- 8.01 Avoiding False or Deceptive Statements
- 8.02 Intellectual Property
- 8.03 Statements by Others
- 8.05 Testimonials and Advertising
- 8.06 In-Person Solicitation



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Ethical Scenario: Code 8.01

EXAMPLE SCENARIO



- If a company is not supervising RBTs correctly (or at all) and then making up documents when the BACB or insurance companies call for an audit.
- How should the RBT handle this situation?



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9.0 Behavior Analysts and Research



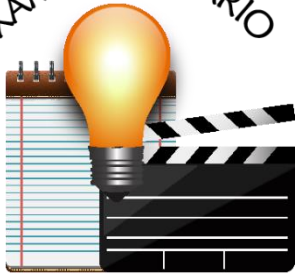
- 9.01 Conforming with Laws and Regulations
- 9.09 Accuracy and Use of Data



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Ethical Scenario: Code 9.09

EXAMPLE SCENARIO



- When an RBT is sending home a monthly report written by their BCBA on their client's progress, they notice it says the client had significantly fewer tantrum behaviors than he/she knows is accurate. How should he/she proceed?



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10.0 Behavior Analysts' Ethical Responsibility to the BACB



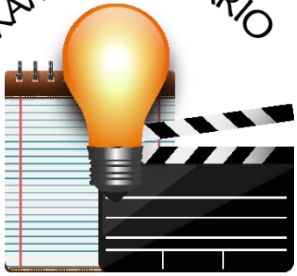
- 10.01 Truthful and Accurate Information Provided to the BACB
- 10.02 Timely Responding, Reporting, and Updating of Information Provided to the BACB
- 10.03 Confidentiality and BACB Intellectual Property
- 10.04 Examination Honesty and Irregularities
- 10.05 Compliance with BACB Supervision and Coursework Standards
- 10.07 Discouraging Misrepresentation by Non-Certified Individuals



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Ethical Scenario: Code 10.02, 10.07

EXAMPLE SCENARIO



- If an RBT hears that a co-worker is no longer being supervised by a BCBA but is not reporting that to the BACB, how should they react to this situation?



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Supervision



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What is Supervision in ABA?



Working definition:

- A systematic method of changing task-related behaviors in practicing BCaBAs, RBTs and other ABA trainees.

In other words. This means....



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Roles and Responsibilities of Supervisors



- Ethical responsibility to create the next generation of BCBAs who perform at highest levels
- Ethical responsibility to establish and maintain highest quality among BCaBAs, RBTs and other Supervisees
- Understand the impact of poor supervision (i.e. information from supervisors are often considered “FACT” by supervisees)
 - Once BCBAs are out in the field, there are very few opportunities to fix the problem
 - Even poorly supervised BCBAs end up becoming supervisors themselves
- **Failing to be a good supervisor is an ethical, reportable violation**





5.0 Behavior Analysts as Supervisors

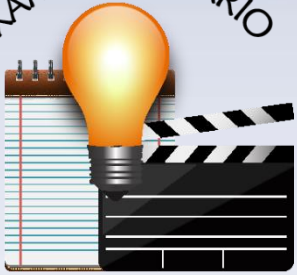
When behavior analysts are functioning as supervisors, they must take full responsibility for all facets of this undertaking

- 5.01 Supervisory Competence
- 5.02 Supervisory Volume
- 5.03 Supervisory Delegation
- 5.04 Designing Effective Supervision and Training
- 5.05 Communication of Supervision Conditions
- 5.06. Providing Feedback to Supervisees
- 5.07 Evaluating the Effects of Supervision.



Ethical Scenario: Code 5.0

EXAMPLE SCENARIO



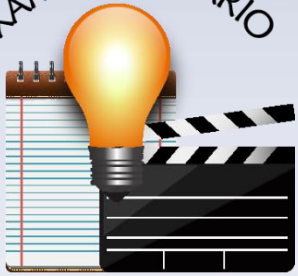
- If the RBT does not feel like their supervision is adequate and they have not been given a format to provide feedback on their supervision, how can they handle this situation?



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Ethical Scenario: Code 5.07

EXAMPLE SCENARIO



- *“During my supervision sessions, I was never asked for any feedback. And since I only had one supervisor during my coursework, it was difficult to determine how effective my supervisor was as compared to others.*
- *What are some metrics that can be used to measure the effectiveness of a supervisor and the quality of supervision?”*

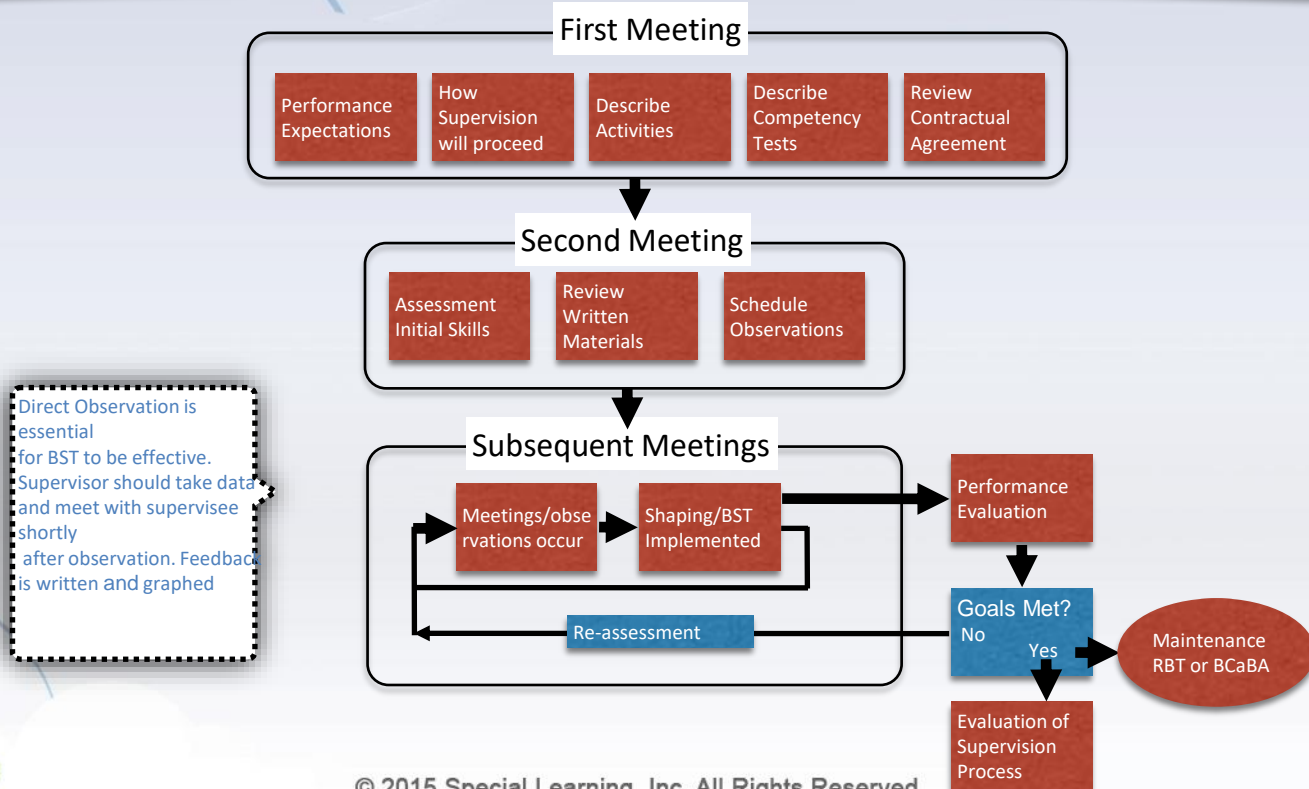


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A Feedback, Reinforcement and Evaluation of Supervision

SYSTEM

(BACB Code 5.04-5.07)



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Implications



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