



NACE and Ethical Guideline Matrix Dr. Jenna Sage, BCBA Special Learning Webinar January	Professionalism and Ethics	Communication	Critical Thinking	Digital Technology	Teamwork	Leadership	Career Management	Global Fluency
D								
1.0 Responsible Conduct of Behavior Analysts								
1.01 Reliance on Scientific Knowledge			X					
1.02 Boundaries of Competence	X							
1.03 Maintaining Competence through Professional Development							X	
1.04 Integrity	X							
1.05 Professional and Scientific Relationships	X							
1.06 Multiple Relationships and Conflicts of Interest	X							
1.07 Exploitative Relationships	X							
2.0 Behavior Analysts' Responsibility to Clients								
2.01 Accepting Clients						X		
2.02 Responsibility					X	X		
2.03 Consultation						X	X	
2.04 Third-Party Involvement in Services	X							
2.05 Rights and Prerogatives of Clients	X				X			
2.06 Maintaining Confidentiality	X	X		X				
2.07 Maintaining Records	X	X		X				
2.08 Disclosures	X							
2.09 Treatment/Intervention Efficacy	X							
2.10 Documenting Professional Work and Research	X	X	X	X				
2.11 Records and Data	X	X		X				
2.12 Contracts, Fees, and Financial Arrangements	X	X	X	X				
2.13 Accuracy in Billing Reports	X	X						
2.14 Referrals and Fees	X		X					
2.15 Interrupting or Discontinuing Services	X	X				X	X	
3.0 Assessing Behavior								
3.01 Behavior-Analytic Assessment			X					
3.02 Medical Consultation	X	X				X		
3.03 Behavior-Analytic Assessment Consent	X	X						
3.04 Explaining Assessment Results		X						
3.05 Consent-Client Records	X			X				
4.0 Behavior Analysts and the Behavior-Change Program								
4.01 Conceptual Consistency			X					
4.02 Involving Clients in Planning and Consent			X		X	X		
4.03 Individualized Behavior-Change Programs			X					
4.04 Approving Behavior-Change Programs			X			X		
4.05 Describing Behavior-Change Program Objectives		X	X					
4.06 Describing Conditions for Behavior-Change Program Success		X	X					
4.07 Environmental Conditions that Interfere with Implementation			X					
4.08 Considerations Regarding Punishment Procedures	X		X					
4.09 Least Restrictive Procedures			X			X		
4.10 Avoiding Harmful Reinforcers			X			X		
4.11 Discontinuing Behavior-Change Programs and Behavior-Analytic Services	X		X					
5.0 Behavior Analysts as Supervisors								
5.01 Supervisory Competence	X					X	X	
5.02 Supervisory Volume	X		X			X	X	
5.03 Supervisory Delegation	X				X	X		
5.04 Designing Effective Supervision and Training	X	X	X	X				
5.05 Communication of Supervision Conditions		X				X		
5.06 Providing Feedback to Supervisees		X			X	X		
5.07 Evaluating the Effects of Supervision			X					
6.0 Behavior Analysts' Ethical Responsibility to the Profession of Behavior Analysts								
6.01 Affirming Principles	X	X						
6.02 Disseminating Behavior Analysis		X		X			X	
7.0 Behavior Analysts' Ethical Responsibility to Colleagues								
7.01 Promoting an Ethical Culture	X	X						X
7.02 Ethical Violations by Others and Risk of Harm	X	X				X		X
8.0 Public Statements								
8.01 Avoiding False or Deceptive Statements	X	X						
8.02 Intellectual Property	X	X		X				
8.03 Statements by Others	X	X		X				
8.04 Media Presentations and Media-Based Services	X	X		X				
8.05 Testimonials and Advertising	X	X		X				
8.06 In-Person Solicitation	X	X						
9.0 Behavior Analysts and Research								
9.01 Conforming with Laws and Regulations	X		X				X	
9.02 Characteristics of Responsible Research	X	X						
9.03 Informed Consent	X	X	X			X		
9.04 Using Confidential Information for Didactic or Instructive Purposes	X	X						
9.05 Debriefing			X					
9.06 Grant and Journal Reviews		X		X			X	
9.07 Plagiarism	X	X						
9.08 Acknowledging Contributions	X		X		X	X	X	



9.09 Accuracy and Use of Data	X	X	X	X				
10.0 Behavior Analysts' Ethical Responsibility to the BACB								
10.01 Truthful and Accurate Information Provided to the BACB	X	X						
10.02 Timely Responding, Reporting, and Updating of Information Provided to the BACB	X	X		X				
10.03 Confidentiality and BACB Intellectual Property	X	X		X				
10.04 Examination Honesty and Irregularities	X							
10.05 Compliance with BACB Supervision and Coursework Standards	X		X			X	X	
10.06 Being Familiar with This Code	X		X					
10.07 Discouraging Misrepresentation by Non-Certified Individuals	X		X		X	X	X	
RBT Ethics Code - 2018								
Section 1 – Responsible Conduct								
1.01 RBTs uphold and promote the values and core principles of behavior analysis.	X							
1.02 RBTs have an obligation to remain familiar with this code. Lack of knowledge or understanding of this code does not excuse unethical conduct.	X						X	
1.03 RBTs are truthful and honest and create an environment that promotes truthful and honest behavior in others. They promote an ethical culture in their work environments and make others aware of this code.	X	X			X	X		
1.04 RBTs act in a way that conforms to the legal and ethical codes of the professional and social communities where they are members. They do not lead others to engage in fraudulent, illegal, or unethical conduct.	X	X			X	X		X
1.05 If RBTs' ethical responsibilities conflict with employer policies, RBTs must bring the conflict to their supervisor's attention, document that they did so, and document the resolution.	X		X			X	X	
1.06 RBTs avoid multiple relationships with clients and supervisors. If they find that a multiple relationship has developed due to unforeseen circumstances, they inform their supervisor and work to resolve it. If the multiple relationship involves their supervisor, the RBT should report it to the supervisor.	X	X	X					
1.07 RBTs do not engage in sexual relationships with clients or supervisors. RBTs refrain from sexual relationships with former clients or supervisors for at least two (2) years following the date the working relationship ends.	X		X			X		
1.08 RBTs recognize that their personal problems and conflicts with others may impact their ability to perform their duties and refrain from providing services when this is the case.	X		X		X	X	X	X
1.09 RBTs follow through on obligations and contractual commitments with high quality work and they do not make commitments they cannot keep.	X				X	X		
1.10 RBTs do not make false, deceptive, misleading, exaggerated, or fraudulent public statements about their work or qualifications.	X	X						
1.11 RBTs provide a current and accurate set of credentials (e.g., degrees, certifications) to clients, employers, and supervisors upon request. Changes to certification status must be immediately reported to employers and supervisors.	X						X	
1.12 RBTs obtain permission to use trademarked or copyrighted materials as required by law. RBTs provide citations that recognize the intellectual property of others, including trademark and copyright symbols.	X	X		X				
1.13 RBTs attempt to resolve issues informally when possible, without violating confidentiality, by first bringing the issue to the attention of their supervisor and then the individual involved. RBTs document their efforts to address any of these issues. If the matter cannot be resolved informally, they report it to the appropriate authority (e.g., employer, director, regulatory authority). If the matter meets the reporting requirements of the BACB, RBTs must submit a formal complaint to the BACB.	X	X	X		X	X	X	
Section 2 – Responsibility to Clients								
2.01 RBTs support the legal rights and preferences of clients.	X							



2.02 If RBTs become aware that a client's legal rights are being violated, or if there is risk of harm, RBTs must take the necessary action to protect the client. This includes but is not limited to: (1) contacting relevant authorities; (2) following organizational policies; (3) consulting with their supervisor; and (4) documenting their	X	X	X	X			X	
2.03 When providing services, RBTs do not discriminate against, demean, or harass individuals or groups on the basis of age, gender, race, culture, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any other basis forbidden by law. RBTs recognize their own limitations and obtain the proper training, consultation, or supervision when providing behavior technician services to protected individuals	X							X
2.04 RBTs do not accept gifts from or give gifts to clients.	X							
2.05 RBTs may not share identifying information about clients on social media. They must avoid creating situations where such information could be shared by others, including, but not limited to, written information, photos, or videos.	X	X		X				
2.06 RBTs always obtain permission from clients and staff to record interviews and service delivery sessions. Consent must be specifically and separately obtained from each individual.	X	X		X				
2.07 RBTs protect the confidentiality and privacy of their clients. RBTs only use relevant identifying information in their job-related communications (e.g., consultation, emails, reports). Confidentiality and privacy requirements may be established by law or	X	X			X			
2.08 RBTs only discuss confidential information with those who need to know that information. They share information for job-related purposes only. Confidential information includes, but is not limited to: (1) information about anyone with whom the RBT works; or (2) information about anyone to whom the RBT provides services. RBTs maintain confidentiality when handling records under their control. This includes records that are written, electronic, or in any other format. Handling a record may include creation, storage, access, transfer,	X	X	X			X		
2.09 RBTs never disclose confidential information without consent from the client. Exceptions are made as required by law, or where allowed by law for a valid reason. This includes, but is not limited to: (1) providing needed services; (2) obtaining appropriate consultations; and (3) protecting the client or others from harm.	X	X	X			X		
2.10 RBTs create, maintain, distribute, store, retain, and dispose of records and data relating to their services (1) in accordance with applicable laws, regulations, and policies; (2) in a way that complies with the requirements of this code; and (3) in a manner that allows for appropriate transition of service at any	X	X		X				
Section 3 – Competence and Service Delivery								
3.01 RBTs only practice under the close, ongoing supervision of a qualified supervisor.	X				X	X	X	
3.02 RBTs follow the direction of their supervisors and inform them when they are asked to do something that goes beyond the scope of their certification.	X				X	X	X	
3.03 RBTs must be competent in the areas in which they provide behavior technician services.	X		X		X	X		
3.04 RBTs may not practice with new client populations without proper training and oversight.	X		X			X		
3.05 RBTs provide behavior technician services only within defined roles.	X		X			X	X	
3.06 When RBTs provide services, they communicate with clients in a simple and easy-to-understand way.	X	X						X
3.07 RBTs collect and display data in a way that allows for decisions and recommendations to be made for program development.	X	X		X				
3.08 If RBTs are involved in the delivery of non-behavior-analytic interventions, they do not make reference to, display, or otherwise use their RBT in that practice.	X	X						



Ethics Code for Behavior Analysts- 2022								
Section 1—Responsibility as a Professional								
1.01 Being Truthful	X	X						
1.02 Conforming with Legal and Professional Requirements	X							
1.03 Accountability	X							
1.04 Practicing within a Defined Role	X				X		X	
1.05 Practicing within Scope of Competence	X		X					
1.06 Maintaining Competence	X		X					
1.07 Cultural Responsiveness and Diversity								X
1.08 Nondiscrimination								X
1.09 Nonharassment		X						X
1.10 Awareness of Personal Biases and Challenges			X					X
1.11 Multiple Relationships	X				X			
1.12 Giving and Receiving Gifts	X			X				
1.13 Coercive and Exploitative Relationships	X							
1.14 Romantic and Sexual Relationships	X							
1.15 Responding to Requests	X	X	X					
1.16 Self-Reporting Critical Information	X	X	X		X	X	X	
Section 2—Responsibility in Practice								
2.01 Providing Effective Treatment	X		X					
2.02 Timeliness	X		X					
2.03 Protecting Confidential Information	X	X		X				
2.04 Disclosing Confidential Information	X	X		X				
2.05 Documentation Protection and Retention	X	X		X				
2.06 Accuracy in Service Billing and Reporting	X	X		X				
2.07 Fees	X			X				
2.08 Communicating About Services	X	X						
2.09 Involving Clients and Stakeholders	X				X			X
2.10 Collaborating with Colleagues	X	X			X	X	X	X
2.11 Obtaining Informed Consent	X	X	X					X
2.12 Considering Medical Needs	X		X					X
2.13 Selecting, Designing, and Implementing Assessments	X		X	X				
2.14 Selecting, Designing, and Implementing Behavior- Change Interventions	X		X	X				
2.15 Minimizing Risk of Behavior-Change Interventions	X		X					
2.16 Describing Behavior-Change Interventions Before Implementation	X	X	X					
2.17 Collecting and Using Data			X	X				
2.18 Continual Evaluation of the Behavior-Change Intervention			X					
2.19 Addressing Conditions Interfering with Service Delivery			X					
Section 3—Responsibility to Clients and Stakeholders								
3.01 Responsibility to Clients	X				X			X
3.02 Identifying Stakeholders	X				X			X
3.03 Accepting Clients	X				X			
3.04 Service Agreement	X	X			X			
3.05 Financial Agreements	X	X		X	X			
3.06 Consulting with Other Providers	X	X	X	X	X	X	X	X
3.07 Third-Party Contracts for Services	X	X	X	X	X	X	X	X
3.08 Responsibility to the Client with Third-Party Contracts for Services	X	X	X	X	X	X	X	X
3.09 Communicating with Stakeholders About Third-Party Contracted Services	X	X			X			
3.10 Limitations of Confidentiality	X	X						
3.11 Documenting Professional Activity	X	X		X				
3.12 Advocating for Appropriate Services	X	X	X		X	X		X
3.13 Referrals	X	X			X			
3.14 Facilitating Continuity of Services	X	X	X		X	X		
3.15 Appropriately Discontinuing Services	X	X	X		X	X	X	
3.16 Appropriately Transitioning Services	X	X	X		X	X	X	
Section 4—Responsibility to Supervisees and Trainees								
4.01 Compliance with Supervision Requirements	X				X			
4.02 Supervisory Competence	X	X	X	X	X	X	X	X
4.03 Supervisory Volume	X		X			X		
4.04 Accountability in Supervision	X	X	X	X	X	X	X	X
4.05 Maintaining Supervision Documentation	X	X	X	X				
4.06 Providing Supervision and Training	X	X	X	X	X	X	X	X
4.07 Incorporating and Addressing Diversity	X	X			X			X
4.08 Performance Monitoring and Feedback	X	X			X			
4.09 Delegation of Tasks	X	X	X			X	X	
4.10 Evaluating Effects of Supervision and Training	X		X					
4.11 Facilitating Continuity of Supervision	X	X	X	X	X	X	X	X



4.12 Appropriately Terminating Supervision	X	X	X		X	X		
Section 5—Responsibility in Public Statements								
5.01 Protecting the Rights of Clients, Stakeholders, Supervisees, and Trainees	X	X	X			X		
5.02 Confidentiality in Public Statements	X	X	X	X				
5.03 Public Statements by Behavior Analysts	X	X	X	X			X	X
5.04 Public Statements by Others	X	X	X	X				
5.05 Use of Intellectual Property	X	X	X	X				
5.06 Advertising Nonbehavioral Services								
5.07 Soliciting Testimonials from Current Clients for Advertising	X	X	X		X			
5.08 Using Testimonials from Former Clients for Advertising	X	X	X	X				
5.09 Using Testimonials for Nonadvertising Purposes	X	X		X				
5.10 Social Media Channels and Websites	X	X	X	X		X	X	
5.11 Using Digital Content in Public Statements	X	X	X	X				
Section 6—Responsibility in Research								
6.01 Conforming with Laws and Regulations in Research	X	X						
6.02 Research Review	X	X						
6.03 Research in Service Delivery	X							
6.04 Informed Consent in Research	X	X						
6.05 Confidentiality in Research	X							
6.06 Competence in Conducting Research	X		X					
6.07 Conflict of Interest in Research and Publication	X				X			
6.08 Appropriate Credit	X	X	X	X				
6.09 Plagiarism	X	X	X	X				
6.10 Documentation and Data Retention in Research	X	X	X	X				
6.11 Accuracy and Use of Data	X	X	X	X				