LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM

CRITERIA 7: Institutional Values and Best Practices

7.1.10 - CODE OF CONDUCT
7.1.10-3 Professional Ethics Reports
2016-21

DEPARTMENT OF SOCIOLOGY (3 Reports)

DEPARTMENT OF SOCIAL WORK (2 Reports)

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LOYOLA COLLEGE OF SOCIAL SCIENCES

THIRUVANANTHAPURAM

DEPARTMENT OF SOCIOLOGY:

Professional Ethics

2016-21

ISS Code of Ethics

Introduction

Over the last two hundred years of its existence, sociology has promoted diverse approaches, methodologies, and methods of study.

As a subject of study, sociology has been variously defined. It has been understood as a social science that studies the social lives of human beings, groups/communities, and societies; or it has been thought of as a study of humans, their cultures and their institutions. Alternatively, it has been viewed as a study of relationships of domination–subordination within particular societies; the attention here being focused on structures, systems, and processes. It has also been perceived as a study of everyday life, from short contacts between anonymous individuals to the study of the national and global social processes.

As a consequence, sociological studies have encompassed not only the micro, but also the meso and the macro social realities. Some sociological traditions have embraced interdisciplinarity coalescing with anthropology, economics, geography, history, political science, and psychology to study the 'social' and others have emphasised the uniquely 'social' without integrating it with the issues explored in other social sciences.

The academic discipline of sociology in India is about hundred years old. It has included diversity of approaches, from social philosophy, to ethnography to textual studies and surveys in order to study institutions, processes, and everyday cultures. What unites these approaches is a commitment to analyse the present — the contemporary and the modern — in its various dimensions and to do so with academic protocols that have evolved with various approaches within the global and the Indian realms. Sociologists thus emphasise the careful gathering and analysis of evidence about social life to develop and enrich our understanding of cultures, relationships, social processes, institutions, and their underlying structures.

This long tradition has allowed sociologists to believe that it offers a distinctive way of seeing and understanding the social world in which we live, and intervene and that which shapes our lives. Sociological analysis prepares us all to comprehend and assess how we can live a life of wellbeing in a changing complex society and which is also rewarding personally, socially, and professionally. If sociology studies the 'social', it also presents ways to live socially. Obviously, the practitioners of sociology need a Code of Ethics to live by and practice their discipline and the Indian Sociological Society, the all-India professional association of sociologists, is the most appropriate body to formulate this Code.

Preamble

This Code of Ethics embodies a set of guidelines. These guidelines are aspirational goals and are intended to orient sociologists to comprehend the principles and standards regarding their professional responsibilities as teachers, researchers, and practitioners. Adherence to these guidelines will not only enhance the credibility and authenticity of the discipline of

sociology in India, but also help its practitioners in discharging their responsibility towards themselves, their colleagues and the larger society. Internalising these guidelines gives members of the Indian Sociological Society an identity and helps them in reflecting on their behaviour towards groups and individuals whom they study, work, and knowledge about whom, they wish to protect. The Code embodies a set of procedures on issues that they encounter in the profession, particularly in India.

General principles

1. To be a sociologist is to acknowledge the necessity of using academic protocols and scientific practices in doing research. Each approach/perspective will have its scientific practices and it is imperative to follow these in all circumstances.

2. Sociological thinking implies a commitment to honesty, truthfulness, originality, transparency, meticulousness, methodological rigour, objectivity, openness to different perspectives, professionalism, scientific criticism, introspection and reflection. These values should be part of the work ethic in teaching and research and should embody relationships with students, colleagues, and the larger society.

3. Sociologists must respect the communities and societies in which they live and work. Sociology is about group work and sociologists must ensure that they do not discriminate on grounds of age, sex, sexual preference, disability, ethnicity, language, caste, religion, and political affiliation. They must respect dignity and rights of all people.

4. Sociologists intervene to advance public good by advancing academic and scientific practices that promote sociological thinking. Sociological thinking contributes to public good and by making their knowledge public, sociologists contribute to the making of public good.

5. Sociologists must be aware of the fact that their assumptions may have an impact upon society. Hence, it is their duty to keep an unbiased attitude as far as possible and to acknowledge the tentative and relative character of the results of their research. No sociological assumption should be presented as indisputable truth.

6. Sociologists must adhere to the highest scientific standards in all activities that they do as sociologists—within the classroom, as supervisors, as examiners, as policy makers and practitioners— and ensure that they refrain from making statements that could misinform or mislead students, colleagues and their readers.

7. Sociologists must also promote academic and scientific practices within the academia and in society at large and ensure that they transmit the knowledge of these professional standards to the next generation when they teach, supervise, examine and review theses, articles, and books.

8. As supervisors guiding doctoral research, sociologists must adhere to self-restraint and act as an enabler to her/his student, bringing out the best in her/him as a researcher.

9. In their teaching and research, sociologists must respect and acknowledge the intellectual copyright of students, researchers, and practitioners whose data they use. They must acknowledge even the smallest amount of work and must not promote plagiarism either directly or indirectly.

10. Information and data collected by sociologists must be considered a public good and need to be shared with respondents and other professionals for comments and academic criticism.
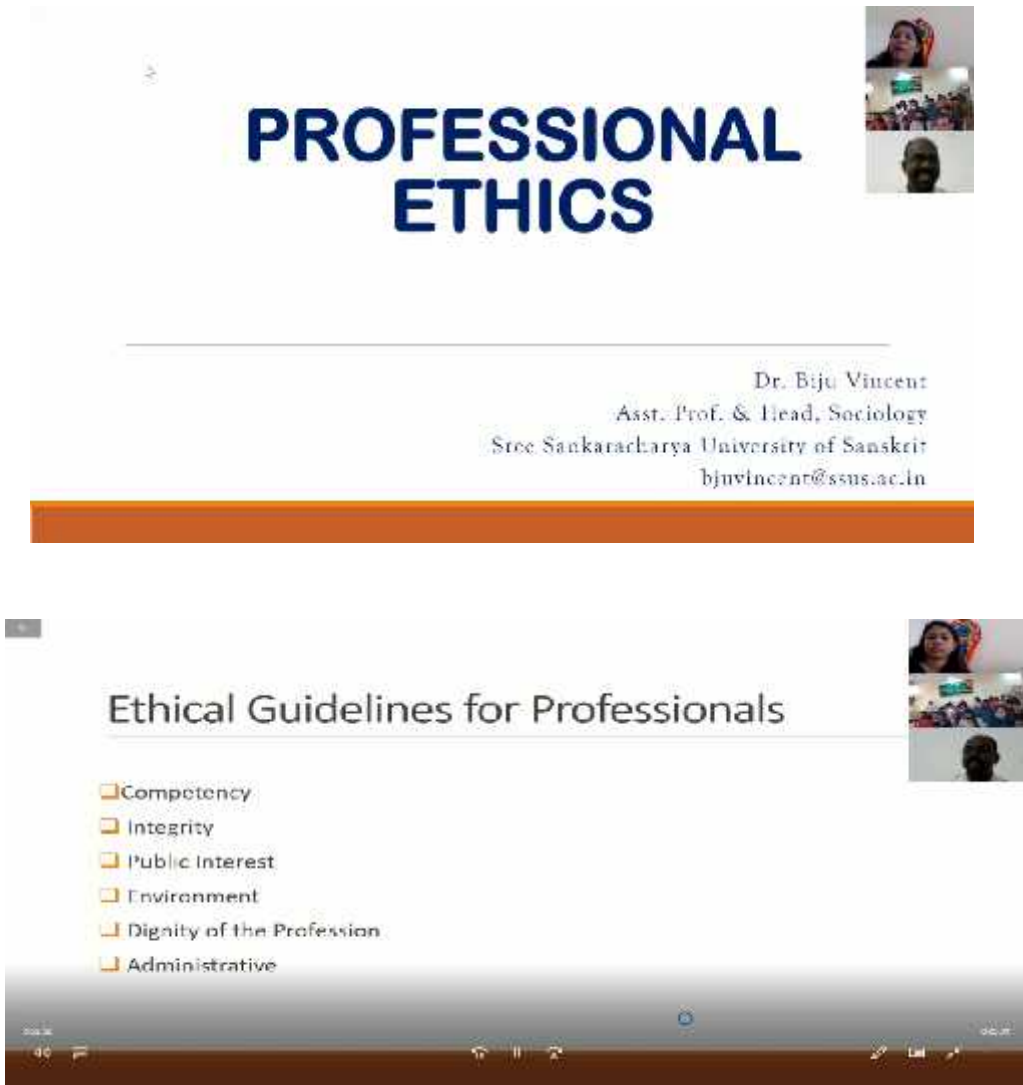
11. Teachers, researchers, and practitioners must not claim expertise in fields where they do not have knowledge, especially when contributing to policy and public interventions.
12. Commitment and sanctity of the discipline must be kept as the goal of the profession, especially in the context of financial and/or personal benefits. Professional integrity must never be compromised by the sociologist in lieu of either funding or fees or other kinds of financial and/or personal gains.

Research Ethics

1. Research starts when young scholars wishing to become sociologists initiate dissertations and thesis work. The credibility of a discipline depends entirely upon the quality of doctoral, post-doctoral, and independent and sponsored research, a large amount of which is eventually published. Sociologists must train themselves in the ways to do research as defined by various approaches/perspectives and methodologies.
2. Researchers in sociology must be trained to use utmost self-discipline and professionalism while choosing a research problem; deciding about the methodology and theoretical formulations, with the sole aim to produce original work, with self-checks on plagiarism.
3. Researchers must ensure that the report/study is self-explanatory, exhibiting complete transparency in terms of methods and tools used source/s of data, locale of study, etc. in order to have credibility.
4. Understanding social responsibility is a must for a sociologist. It is very important to be completely honest and truthful to the subjects while obtaining primary data. Adherence to research ethics must be the top priority and informed consent must be procured from respondents before obtaining data.
5. Acknowledging earlier research in the given area and giving due recognition to colleagues who have worked or are working in one's area enriches research, enhancing its authenticity. Therefore, every sociologist must acknowledge the contributions of his/her colleagues.
6. Every sociologist must ensure that the publication, either book, monograph, working paper, or article authored by her/him is original, adequately edited, adheres to an accomplished referencing style.
7. Researches in sociology often depend on funding, private or public. Sponsors may be interested in a specific outcome of research. Sociologists should not accept research grants or contracts which specify conditions inconsistent with their scientific judgment. Researchers have to be careful that their results be not manipulated or taken out of context by sponsors

Professional Ethics Report- 2019-21 Batch			
Programme Name	Professional Ethics	**Organizer**	Department of Sociology
Date	25 March 2021	**Time**	11:30-1:00 PM
Venue	Zoom	**Faculty in-charge**	Dr. Nisha

Programme Objectives	Explain concept of ethics. Debate interaction of ethics on profession. Talk about the unethical issues in research and profession. Talk about the ethic principles Questionize her/him from the respect of the ethic.
Resource Person (s)	Dr.Biju Vincent, Head, Department of Sociology, Sreesankaracharya University, Kalady
Participants	All the Senior Students AADHIL K U ADARSH RAJ R F AJAYA GHOSH S AKHILA LAKSHMAN AKSHAYA.T ANJALI P S ANJIMA M S ANJU K J ANUGRAHA ANEESH APARNA AM ARCHANA A B ARCHANA LEKSHMI S GOPIKA S KUMAR JITHU JOHNCY KAVITHA K KRISHNA ANIL A MEGHA ELSA JOHN NITHYA GEORGE PRAJITHA C RESMI J SHIFANA SHAJAHAN TEENA O MATHEW VERONICA JULIANNIE J

Programme Activities	Discussion, lecture
Programme Outcomes	Students understand the importance of Values and Ethics in their Personal lives and professional careers The students learn the rights and responsibilities
Supporting Documents	

PROFESSIONAL ETHICS

Dr. Biju Vincent
Asst. Prof. & Head, Sociology
Sree Sankaracharya University of Sanskrit
bjuvincent@ssus.ac.in

Professional Ethics Report- 2018-20 Batch			
Programme Name	Professional Ethics	**Organizer**	Department of Sociology
Date	14 July 2020	**Time**	2:00-3:30 PM
Venue	Zoom	**Faculty in-charge**	Dr. Nisha

Programme Objectives	Explain concept of ethics Discussion on professional ethical Concerns Talk about the unethical issues in research and profession. Talk about the ethic principles Questionize her/him from the respect of the ethic.
Resource Person (s)	Dr.Biju Vincent, Head, Department of Sociology, Sreesankaracharya University, Kalady
Participants	Outgoing Batch- 2018-20 1. AISWARYA SUBAIR 2. ANURAJ N 3. ARUN JOSEPH J 4. ASWATHY G 5. AYSWARYA SUNIL 6. BHAGYASREE P R 7. DINU MOL VARKEY 8. FEMI ANN MATHEW 9. JENCY LAWRENCE 10. JIMA ROSE M 11. LEKSHMI SURESH S U 12. MAHARSHLAL HASHBAS A 13. MAREENA SIBY 14. NABIN K S 15. NIKHITA NAIR 16. NIRANJANA MOHAN 17. NOUREEN.A 18. REMYA A.S. NAIR 19. RESHMA S S 20. SALU S S 21. V S ARJUN

Programme Activities	Discussion, lecture
Programme Outcomes	Students understand the importance of Values and Ethics in their Personal lives and professional careers The students learn the rights and responsibilities
Supporting Documents	

Professional Ethics Activity Report- 2017-19 Batch			
Programme Name	Professional Ethics	**Organizer**	Department of Sociology
Date	18/09/2019	**Time**	9:30-11:00PM
Venue	LECTURE HALL	**Faculty in-charge**	Dr.Nisha

Programme Objectives	To create an awareness on Ethics and Human Values. To appreciate the rights of others.
Resource Person (s)	Dr.Nisha Jolly Nelson, Head, Department of Sociology, Loyola College of Social Sciences
Participants	ALEN JOSE ARUNIMA S CHRISTBEN D F CHRISTOPHER M JAHNAVI NAIR MANJU V PRIYA JAYAN RESHMA RAVEENDRAN SAJAN M.S SARATH K P SEFI SAIF SIDHARTHLAL SREEJITH K P SUJIN DAS SURESH BABU SURYA SS
Programme Activities	Discussion, lecture
Programme Outcomes	Students understand the importance of Values and Ethics in their Personal lives and professional careers The students learn the rights and responsibilities

| **Supporting Documents** | |

LOYOLA COLLEGE OF SOCIAL SCIENCES

THIRUVANANTHAPURAM

DEPARTMENT OF SOCIAL WORK:

Professional Ethics

2016-21

DECLARATION OF ETHICS

Declaration of Ethics for Professional Social Workers

TISS SOCIAL WORK EDUCATORS' FORUM

Background of the Declaration

This draft of 'Declaration of Ethics for Professional Social Workers' has been prepared by the Social Work Educators' Forum (SWEF) at the Tata Institute of Social Sciences. The SWEF is a forum for social work educators at the Institute to undertake meetings and activities with a goal to strengthen social work profession and education. In the meetings scheduled by the SWEF in 1991, issues related to values and ethics for social workers were identified and discussed. The SWEF Committee then requested Ms. Lata Narayan to prepare the first draft of a code of ethics for social workers which was discussed at an SWEF meeting in September 1991. In 1992, an SWEF Sub-committee was formed with the following members to revise the draft. A drafting committee was, formed, comprising Ms. Lata Narayan, Dr. Murli Desai and Ms. Jeroo Billimoria. The second draft prepared by the Sub-committee was circulated at the National Workshop on Social Work Practice and Education held in May 1993. The third draft was discussed at two SWEF meetings in March 1994. The fourth draft of the same in the form of Indian Declaration of Ethics for Professional Social Workers, was discussed at a Workshop in February 1995 along with the members of the faculty of the College of Social Work at Nirmala Niketan and the members of the Bombay Association of Trained Social Workers. The fifth draft, which was an outcome of this workshop, was sent to some senior social work educators. Feedback obtained from them are incorporated in this Sixth Draft.

Members of the SWEF Sub-Committee for Code of Ethics

Jeroo Billimoria	Vimla Nadkarni
Vineeta Chitale	Lata Narayan
Murli Desai	M.S. Pawar
N.A. Gokarn	Maveen Soares-Pereira
Rajshree Mahtani	

DECLARATION OF ETHICS FOR
PROFESSIONAL SOCIAL WORKERS

Preamble

The Declaration of Ethics for Professional Social Workers is intended to serve as a guide to the members of the social work profession, who have obtained minimally a bachelor's degree in social work and, thus, base their work on recognised knowledge, philosophy and skills. The Declaration is rooted in the contemporary social reality which has a historical background and in the framework of humanistic values, based on the intrinsic worth of all human and non-human life.

The Bhakti movement promoted the value of humanism, that is, every individual has inherent worth and dignity, irrespective of attributes and achievements. Every person, therefore, has an innate capability to run his/her own life. Democracy emphasises participatory process in the decision making of an entity and accountability of that entity to its members.

Socialism has promoted the values of equality and legal, judicial, social and economic justice for satisfaction of basic human needs, sharing of natural resources and access to essential services. While equality highlighted non-hierarchy and non-discrimination based on equal worth of every person, the growing value of equity emphasises recognition of differences, diversity and pluralism.

The ideology of Sarvodaya has emphasised the values of Swarajya and Lokniti, that is people have to govern themselves in order to obtain equity and justice. This ideology accepts that people are knowledgeable about their situation and the ways to manage them, given the necessary resources. It acknowledges that they have the right to plan their own destinies and determine their life styles. It appreciates that local solutions must be congruent with local resource realities.

The social work profession is committed to solidarity with the marginalised peoples. The basic human rights are very often violated for people, who lack economic, physical, mental, social and/or emotional resources. Lack of resources lead to powerlessness and, thereby marginalisation of people by the social, economic and political systems. Marginalised people are vulnerable to deprivation and exploitation by those who yield power as they have control over resources.

The profession recognises that marginalised people need to be empowered so that they themselves play a dominant role for their development and welfare. Empowerment is the process of gaining

control over self as well as the resources which determine power. This process aims at reforming the nature and direction of the systemic forces which marginalise the powerless. Systemic change is an imperative for redistributive justice.

The Declaration provides general ethical principles to guide conduct with respect to self and the profession, work with the marginalised and other people in need, the society and the state, co-workers and employing organisations and social work education and research. In its practical application, the entire Declaration and its spirit are of importance, and must be viewed holistically, rather than considering a particular ethical principle in isolation. This also implies that the application of ethical principles must be judged within the context in which they are being considered.

Declaration of Ethics for Professional Social Workers

Value Framework

As a professional social worker, I pledge to promote the following values in myself, in the profession and in the society.

1. I pledge to perceive people as having inherent worth and dignity, irrespective of their attributes and achievements and having the capability of continuing development;

    I pledge to perceive myself and other people as part of nature, needing to live in harmony with other non-human existence.

2. I pledge to work towards the overall well-being of people in the spirit of Sarvodaya, through the achievement of the following goals:

    Equity, non-hierarchy and non-discrimination of human groups in terms of race, religion, tribe, language, regional origin, gender, sexual orientation and other such factors, and condemning segregation/apartheid/discrimination among them;

    Social, economic, political and legal justice, ensuring satisfaction of basic needs and integrity and security, universal access to essential resources and protective safeguards for the marginalised people; and

    People-centred development, in the spirit of Swarajya and democracy from micro- to macro-levels, where people participate to determine their life styles and goals for development.

3. I pledge to work with people, guided by the following values:

- Solidarity and partnership with the marginalised people; and
- peaceful and non-violent approaches in the spirit of Ahimsa for resolving conflicts with self, others and the environment.

Ethical Responsibility to Self and the Profession

As the first essential to social work practice, I shall constantly seek an understanding of myself and change my attitudes and prejudices which may affect my work.

I shall be sensitive to and respect the feelings and thinking of others, understand behaviours, avoid stereotypes and recognise individuality in every person.

I accept with humility and openness, the need to learn and shall imbibe the spirit of inquiry to constantly update my knowledge base and intervention strategies.

I shall gear my practice upon relevant knowledge and in the changing socioeconomic, geographical and cultural context.

I shall use my knowledge, power and status as a professional, for the well-being of all and not misuse these for personal gains.

I shall intervene into the personal affairs of another individual only with his/her consent, except when I must act to prevent injury to him/her or to others, in accordance with the legal provisions.

In order to ensure credibility and integrity of the social work profession, I shall constantly review it and work towards its development.

I shall work to promote networking among social work professionals, other professionals and like-minded individuals and organisations, at the micro- and macro-levels, to work towards people-centred development.

I shall work towards developing and strengthening of professional associations, which are means for development of the profession.

I shall facilitate development of the new entrants to the profession.

Ethical Responsibility to the Marginalised and Other People in Need

My primary professional response and accountability are to the marginalised and other people in need I work with. My commitment and professional stand shall be with them.

I shall empathise with people's marginalisation and thereby respect and give credence/value to their life experiences.

I shall work towards changing the systemic and contextual forces which marginalise people, on behalf of and in partnership with them.

I shall respect people's right for self-determination, and shall ensure that they themselves play an active role in relation to the course of action to be taken about their life situation.

I shall nurture a relationship of partnership with people that promotes mutual reflection on our life situation and our development.

I shall facilitate people's access to opportunities and resources and empower them for work towards their stated goal.

I shall share with people, accurate and relevant information regarding the extent and nature of help available to them, that is, opportunities, rights, strengths, limitations and risks associated with the intervention offered.

I shall enable and encourage people to work with other individuals, organisations and groups, when such collaboration is in the best interest of the well-being for all.

I shall obtain people's consent before recording or permitting third party observation of their activities after informing them about its purpose and utility.

I shall keep confidential, all matters shared by them, and shall inform them fully about the limits of privileged communication in a given situation.

I shall facilitate people's access to official records concerning them, if asked by them. While doing so, I shall take due care to protect the confidence of others covered by these records.

I shall ensure that payment for services by people, if necessary, are fair and commensurate with the intervention provided, and within the capacity for such payment of the people served.

When I perceive the need to withdraw from the helping process, I shall give consideration to all factors in the situation and shall take care to minimise possible adverse effects on the people.

When I anticipate discontinuation of my intervention, I shall notify them promptly and seek transfer, referral or continuation of service, with consideration to their needs and preferences.

I shall not pursue a relationship or use any coercive means to continue services, which the people served wish to terminate, and shall offer suggestions or alternative help that they can avail of.

Ethical Responsibility to the Society and the State

It is my ethical responsibility to promote implementation of the Fundamental Rights and the Directive Principles enshrined in the Indian Constitution.

I shall work towards a society and a state that promotes equity, justice, Ahimsa, Swarajya and Lokniti.

I shall advocate changes in social systems and the State policies and legislation to promote the above values.

I shall encourage informed participation by the people in shaping State policies, legislation, and programmes.

I shall respond and offer my professional services in events of emergencies at micro- and macro-levels.

Ethical Responsibility to Co-Workers and Employing Organisations

Respect the inherent worth and dignity of all my co-workers, that include social workers, other professionals, auxiliary workers, volunteers and all those involved in the development process, within and across organisations.

I shall cooperate with my co-workers towards development, accepting and respecting our personal and professional differences.

I shall contribute to the process of collective reflection and democratic decision-making when working as a team.

I shall acknowledge my co-workers' attributes and achievements and will be willing to learn from them.

I shall respect confidences shared by my co-workers in the course of their professional relationships and transactions.

I shall promote a practice of mutual evaluation with co-workers for our professional development.

When I am an employer or supervisor to my co-workers, I shall ensure clarity of goals in delegation of roles and responsibilities, provide opportunities for growth, give them due credits and jointly review their performance on the basis of goals and clearly enunciate criteria.

I shall act to promote humanistic values and ethical practices in my employing organisation's policies and practices.

I shall ensure that the organisation's resources are used judiciously and for the purpose they are intended.

I shall periodically monitor and evaluate the organisation's policies and programmes by maintaining records, self reflection on people's feedback and feedback from the co-workers.

Ethical Responsibility to Social Work Education and Research

When teaching and training, it is my ethical responsibility to be conversant with the learners' needs, readiness and goals.

I shall keep my knowledge update about social work and the subjects I teach through field experience, reading and training.

While teaching and training I shall impart knowledge, inculcate attitudes and develop skills within the value framework of the profession.

I shall recognise the importance of partnership between practitioners and educators for the purpose of social work education and training.

I shall develop a nurturing relationship with the students, encouraging openness and self study and facilitating sharing and discussions in a learning situation.

I shall, whenever possible, undertake demonstration of people-centred field action projects for the purpose of research and documentation, training and replication.

I shall share the knowledge I gain with other social work educators and practitioners.

I shall contribute to the knowledge base of social work education through my practice wisdom, documentation as well as research.

I shall expose the students to the professional associations and orient them about their role in developing and strengthening them.

When carrying out a research, I shall carefully select the topic for research considering its possible consequences for human beings within the value framework of the profession and towards the goals of people-centred development.

I shall consider the informants of my research as my co-partners in understanding the phenomenon. I shall, therefore, share my research objectives with them and get their informed and

voluntary consent, respect their knowledge and attitude about their life situation, and share/interpret the findings with them.

I shall not cause them inadvertent physical or mental discomfort, distress or harm, through my research.

I shall protect the confidentiality of the information shared by them and use the findings for their benefit, by revising policies and programmes concerning them.

I shall provide information services to them, as and when necessary, during the process of data collection.

I shall acknowledge in my paper, the published as well as unpublished material and personal discussions that have directly influenced my paper.

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DEPARTMENT OF SOCIAL WORK

REPORT ON PROFESSIONAL ETHICS SESSION 2020 (BATCH 2018-20)

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Faculty in-charge: Jasmine Sarah Alexander

Modality: Via Moodle Course

Course started: 21-6-2020

Course ended: 18-7-2020

Total No. of Participants: 24

This year the Professional Ethics course for senior MSW students was posted as a Moodle course names **"Social Work Professional Code of Ethics".** Students were supposed to listen to audios posted on the Moodle page, read the resources, answer questions posted through a Google form and post queries in the discussion forum. Students completed the course within a month.

The course included the practice experiences of the faculty-practitioner and the situations in which the Code of Ethics and its components came to the mind of the practitioner. Ethical dilemmas faced by a practitioner and how the code acts as a guide was also discussed. There was a feedback query too as the last question of google form.

Introduction sent out to students:

During the fourth semester a session is offered to all senior students on Professional Code of Ethics. The context is that soon your status is going to change from that of students to professionals, and the Code will help you as a guide. This year for MSWs we have prepared a course on Moodle with audios (total 18 mins), uploaded codes as resources, and a google form (6 questions). The plan is after listening to the audios, you shall fill the google form and then post doubts (if any) in the news forum. The audio has been prepared from an experiential point of view, with little theory. So, when you are free, please log into Moodle, go to My courses (on right side panel), Click "SWPCE20" and take the course...the whole thing will not engage you more than 30 mins.

Discussion Forum: Two Questions were answered through the discussion forum.

Student Feedback: The students rated the experience sharing session as very useful. They listened to real life problems and this helped them reflect on possible issues, in the light of their internship experiences. For them, an audio based Moodle class was a first time. They said they could download the audios and listen to it when they had the time. The resource materials and the test helped them cement their learning.

MOODLE COURSE PAGE (Above)

GOOGLE FORM TEST ATTENDED (Below)

DEPARTMENT OF SOCIAL WORK

REPORT ON PROFESSIONAL ETHICS SESSION 2020 (BATCH 2018-20)

LIST OF PARTICIPANTS

1	AKSHAY KISHORE
2	ALEENA BABU
3	ANJU CERIN MATHEW
4	ANNA GEORGE K
5	ASHLY G S
6	ASHWINI PRASAD
7	ASWATHY PONNACHAN
8	ATHIRA WILSON
9	BUSHRA S
10	DENCY MARY REJI
11	DONA MARIA KURIAKOSE
12	GAYATHRI P NAIR
13	JITHIN RODRIGUES
14	MARIA TERES SEBASTIAN
15	MEENU MARIYAM LAL
16	MEERA JOHN
17	NIBIN MATHEWS
18	PRINCE JACOB
19	RAMEEZ M SYDEEK
20	RIYA K ANIYAN
21	ROSE MARIA SIJU
22	SANDRA JOHNSON
23	TISON THOMAS
24	VINEETH BENEDICT L

A CLASS ON PROFESSIONAL CODE OF ETHICS

<u>CODE OF ETHICS FOR PROFESSIONAL SOCIAL WORKERS</u>

The National Association of Social Workers (NASW) Code of Ethics is a set of standards that guide the professional conduct of social workers.

<u>OBJECTIVES</u>

1. To understand the professional code of ethics in social work profession
2. To develop students as ethically oriented professionals

<u>REPORT</u>

A session on Professional Code of Ethics was arranged on 18thSeptember 2019 at 1.30pm for outgoing MSW Students of 2017-2019 batch. Total 20 students attended the class. The class was conducted by Dr. Sonny Jose (HoD, Dept. of Social Work), Ms. Vandana Suresh and Mr. Kannan G.S. (Faculty Members, Dept of Social Work).

The first Section, "Preamble," summarizes the social work profession's mission and core values. The second section, "Purpose of the NASW Code of Ethics," provides an overview of the Code's main functions and a brief guide for dealing with ethical issues or dilemmas in social work practice. The third section, "Ethical Principles," presents broad ethical principles, based on social work's core values that inform social work practice. The final section, "Ethical Standards," includes specific ethical standards to guide social workers' conduct and to provide a basis for adjudication.

All the four sections of NASW ethical codes were presented, discussed and concluded during the session. Along with that pdf document and ppt of ethical codes was provided to the students for further use.

The contents discussed during the session are given below.

1. Preamble

The primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. A historic and defining feature of social work is the profession's dual focus on individual well-being in a social context and the well-being of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

The mission of the social work profession is rooted in a set of core values.

1. service
2. social justice
3. dignity and worth of the person
4. importance of human relationships
5. integrity
6. Competence.

2. **Purpose of the NASW Code of Ethics**

The NASW Code of Ethics serves six purposes:

1. The Code identifies core values on which social work's mission is based.

2. The Code summarizes broad ethical principles that reflect the profession's core values and establishes a set of specific ethical standards that should be used to guide social work practice.

3. The Code is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.

4. The Code provides ethical standards to which the general public can hold the social work profession accountable.

5. The Code socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards, and encourages all social workers to engage in self-care, ongoing education, and other activities to ensure their commitment to those same core features of the profession.

6. The Code articulates standards that the social work profession itself can use to assess whether social workers have engaged in unethical conduct. NASW has formal procedures to adjudicate ethics complaints filed against its members.

3. **Ethical Principles**

1. Value: Service
） Ethical Principle: Social workers' primary goal is to help people in need and to address social problems
2. Value: Social Justice
） Ethical Principle: Social workers challenge social injustice

3. Value: Dignity and Worth of the Person

⟩ Ethical Principle: Social workers respect the inherent dignity and worth of the person.

4. Value: Importance of Human Relationships

⟩ Ethical Principle: Social workers recognize the central importance of human relationships.

5. Value: Integrity

⟩ Ethical Principle: Social workers behave in a trustworthy manner

6. Value: Competence

⟩ Ethical Principle: Social workers practice within their areas of competence and develop and enhance their professional expertise.

4. **Ethical Standards**

The following ethical standards are relevant to professional activities of all social workers. These standards concern

1. Social worker's ethical responsibilities to clients.
2. Social worker's ethical responsibilities to colleagues
3. Social worker's ethical responsibilities in practice settings
4. Social worker's ethical responsibilities as professionals
5. Social worker's ethical responsibilities to the social work profession
6. Social worker's ethical responsibilities to the broader society

LOYOLA COLLEGE OF SOCIAL SCIENCES

THIRUVANANTHAPURAM

DEPARTMENT
OF
PERSONNEL MANAGEMENT:

Professional Ethics
2016-21

Professional Ethics
Code of Ethics of HR professionals

As HR Professionals, We declare that we shall:

- Maintain **high standard of integrity and behaviour** demanded by the profession.

- Conduct ourselves as **a responsible member** of the management team committed to the achievement of the organisational goals

- Recognise and accept the **dignity of an individual as human being,** irrespective of religion, language, caste or creed.

- Take keen interest in the **establishment of healthy Human Resource practices and development of the profession**.

- Not disclose any information of a **confidential nature** that we may acquire in the course of our professional work without obtaining the consent of those concerned and shall not use confidential information for personal gains.

- Try to win confidence and gain respect of the **employers, employees and all stakeholders** and make available to them to provide formal and informal **intervention to resolve industrial conflicts**

- Endeavour to **enhance** the good name of the profession in dealing with other professional bodies, government departments, and employers and employees organisations.

- Instill in the employees and **public a sense of confidence** about the conduct and intentions of the employer.

- Uphold **all laws and regulations** relating to the employer's activities.

- **Improve Public understanding** of the role of Human resource management.

- **Strive for personal growth** in the field of Human resource management.

- **Strive to add value** by contributing significantly to the management.

- Cooperate in **maximising the effectiveness of the profession** by exchanging freely information and experience with other members.

- Not allow any interest **other than professional** to interfere with our official work.

- Not accept or offer any **improper gratification** in any form or manner whatsoever in connection with or in the course of my professional work.

- Not interfere with the **right of association** of the employees.

- Not take or acquiesce in any such action which may bring the Institute and/or the profession into **disrepute**.

- Shaping and enhancing the **company's Culture** so that it is Sustainable over the long term.

- Create an **environment** that employees look forward to going to each day.

Professional Ethics-2019-21 Batch

A session on Code of professional and research ethics for the first semester MAHRM students was completed on 29th October 2019 from 2:30 pm -3:30 pm. Number of students participated was 20.
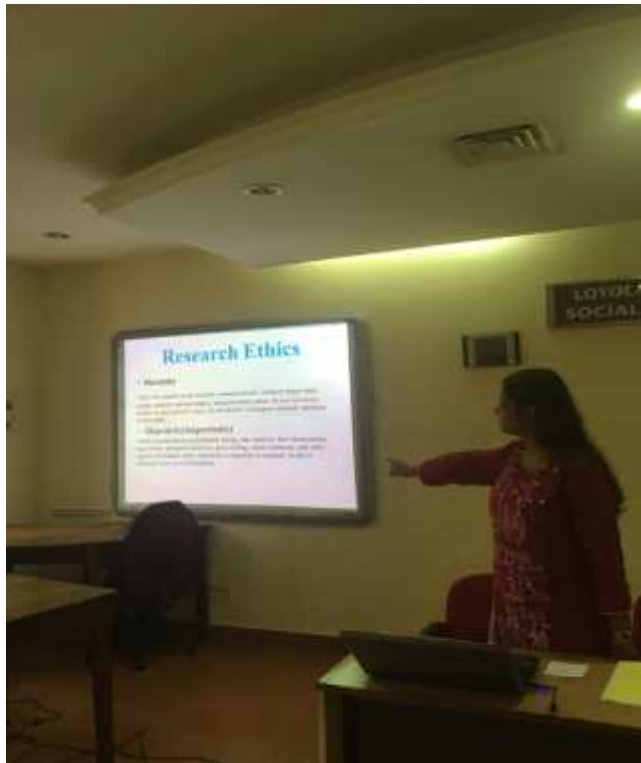
ETHICAL CODES- 2018-20 Batch

Code of professional and research ethics session is completed for MAHRM third semester students on 15th Tuesday from 2:30 pm till 3:30 pm. Total number of students participated was 16. Resource person was Ms. Anupama S, faculty, department of personnel management.

Professional Ethics- 2017-19 Batch

A presentation was taken on Code of professional and research ethics for MAHRM outgoing batch on 18th September 2019 from 12: 45 pm till 1:30 pm .The resource person was Anupama S, faculty, MAHRM.

LOYOLA COLLEGE OF SOCIAL SCIENCES

THIRUVANANTHAPURAM

DEPARTMENT OF Counselling Psychology:

Professional Ethics

2016-21

CODE OF ETHICS FOR COUNSELLING PSYCHOLOGISTS

COUNSELLING RELATIONSHIP:
- Facilitate client growth and development in ways that foster welfare of clients and promote formation of healthy relationships.

CONFIDENTIALITY & PRIVACY
- Aspire to earn the trust of clients by upholding appropriate boundaries
- Maintain confidentiality.

PROFESSIONAL RESPONSIBILITY
- Aspire to open, honest, and accurate communication in dealing with the public and other professionals.
- Facilitate access to counselling services, and practice in a non-discriminatory manner within the boundaries of professional and personal competence.
- Advocate to promote changes at the individual, group, institutional and societal levels that improve the quality of life for individuals and groups.
- Remove potential barriers to the provision or access of appropriate services being offered.
- Be responsible to the public to engage in counselling practices that are based on rigorous re-search methodologies.
- Contribute to society by devoting a portion of professional activity to services for which there is little financial return.
- Engage in self-care activities to maintain and promote own emotional, physical, mental, and spiritual well-being to best meet professional responsibilities.

RELATIONSHIP WITH OTHER INDIVIDUALS
- Recognize that the quality of interactions with experts can influence the quality of services provided to clients.
- Develop positive working relationships with experts to enhance services to clients.

EVALUATION, ASSESSMENT & INTERPRETATION
- Use assessment as one component of the counselling process, considering the clients' personal and cultural context.
- Promote the well-being of individual clients or groups of clients by developing and using appropriate psychological assessments.

SUPERVISION, TRAINING & TEACHING
- Aspire to foster meaningful and respectful professional relationships.
- Maintain appropriate boundaries with supervisees and students in both face-to-face and electronic formats.

RESEARCH & PUBLICATION
- Contribute to the knowledgebase of the profession.
- Minimize bias and respect diversity in designing and implementing research.

DISTANCE COUNSELLING, TECHNOLOGY AND SOCIAL MEDIA
- Understand that the profession of counselling may no longer be limited to in-person, face-to-face interactions.
- Understand the additional concerns related to the use of distance counselling, technology, and social media
- Make every attempt to protect confidentiality and meet any legal and ethical requirements.

RESOLVING ETHICAL ISSUES
- Behave in an ethical and legal manner.
- Aware that client welfare and trust in the profession depend on a high level of professional conduct.

) Resolve ethical dilemmas with direct and open communication and seek consultation with colleagues and supervisors when necessary.

A CLASS ON PROFESSIONAL CODE OF ETHICS

CODE OF ETHICS FOR COUNSELLING PSYCHOLOGISTS

The primary reason for **counsellors** to follow an **ethical code** is to protect clients' welfare, and the following six basic **moral** principles are priority guidelines designed to help them make most appropriate decisions.

OBJECTIVES

1. To understand the professional code of ethics in counselling profession
2. To develop students as ethically oriented professionals

REPORT

An online session was arranged on 15th April 2021 at 10 am for outgoing M Sc counselling Psychology Students of 2019-2021 batch. Around 17 students attended the class via online Zoom meeting. The session covered different ethical codes and ethical considerations while engaging in counselling and psychological research. All the nine sections of ACA ethical codes were presented, discussed and concluded during the session. Along with that pdf document of ethical codes was provided to the students for further use.
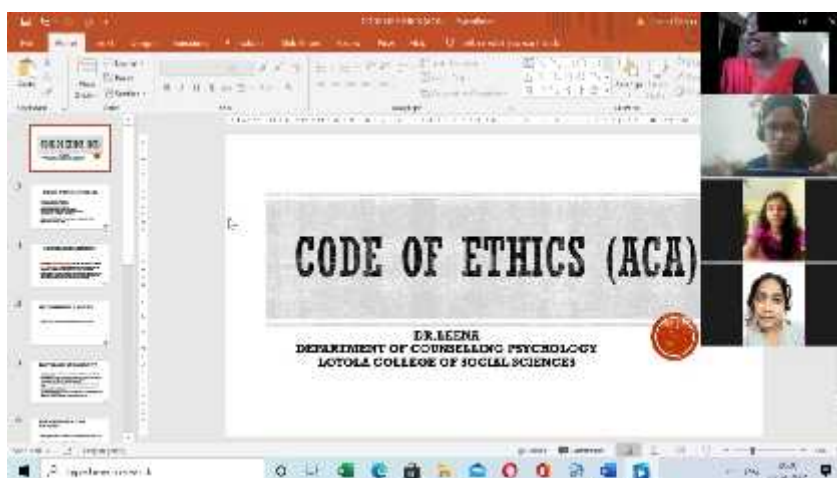
The contents discussed during the session are given below.

COUNSELLING RELATIONSHIP:

)   Facilitate client growth and development in ways that foster welfare of clients and promote formation of healthy relationships.

CONFIDENTIALITY & PRIVACY

)   Aspire to earn the trust of clients by upholding appropriate boundaries

)   Maintain confidentiality.

PROFESSIONAL RESPONSIBILITY

)   Aspire to open, honest, and accurate communication in dealing with the public and other professionals.

)   Facilitate access to counselling services, and practice in a non-discriminatory manner within the boundaries of professional and personal competence.

)   Advocate to promote changes at the individual, group, institutional and societal levels that improve the quality of life for individuals and groups.

)   Remove potential barriers to the provision or access of appropriate services being offered.

)   Be responsible to the public to engage in counselling practices that are based on rigorous re-search methodologies.

)   Contribute to society by devoting a portion of professional activity to services for which there is little financial return.

)   Engage in self-care activities to maintain and promote own emotional, physical, mental, and spiritual well-being to best meet professional responsibilities.

RELATIONSHIP WITH OTHER INDIVIDUALS

)   Recognize that the quality of interactions with experts can influence the quality of services provided to clients.

)   Develop positive working relationships with experts to enhance services to clients.

EVALUATION, ASSESSMENT & INTERPRETATION

)   Use assessment as one component of the counselling process, considering the clients' personal and cultural context.

⟩ Promote the well-being of individual clients or groups of clients by developing and using appropriate psychological assessments.

SUPERVISION, TRAINING & TEACHING

⟩ Aspire to foster meaningful and respectful professional relationships.

⟩ Maintain appropriate boundaries with supervisees and students in both face-to-face and electronic formats.

RESEARCH & PUBLICATION

⟩ Contribute to the knowledge base of the profession.

⟩ Minimize bias and respect diversity in designing and implementing research.

DISTANCE COUNSELLING, TECHNOLOGY AND SOCIAL MEDIA

⟩ Understand that the profession of counselling may no longer be limited to in-person, face-to-face interactions.

⟩ Understand the additional concerns related to the use of distance counselling, technology, and social media

⟩ Make every attempt to protect confidentiality and meet any legal and ethical requirements.

RESOLVING ETHICAL ISSUES

⟩ Behave in an ethical and legal manner.

⟩ Aware that client welfare and trust in the profession depend on a high level of professional conduct.

⟩ Resolve ethical dilemmas with direct and open communication and seek consultation with colleagues and supervisors when necessary.

Session on ETHICAL CODES

An online session (GoTo meeting) was arranged on 22/05/2020 at 3.pm for outgoing M Sc counselling Psychology Students of 2018-2020 batch. The session covered different ethical codes and ethical considerations while engaging in counselling and psychological research. All the nine sections of ACA ethical codes were presented, discussed and concluded during the session. Along with that PDF document of ethical codes was provided to the students for further use.
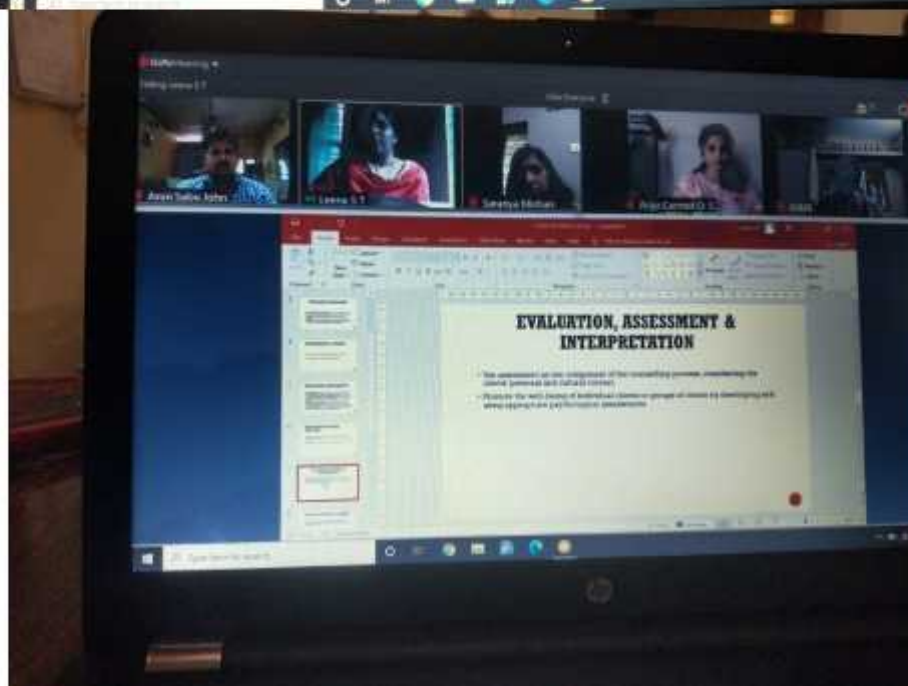
Session on ETHICAL CODES

A session was handled by Dr. Leena S T on 16/09/2019 at 1pm at department of counselling Psychology for outgoing students of 2017-2019 batch. The session covered different ethical codes and ethical considerations while engaging in counselling and psychological research. The two major objectives of the session were: To understand the professional code of ethics in counseling profession and to develop students as ethically oriented professionals. All the Nine sections of ACA ethical codes were presented, discussed and concluded during the session. Along with that a soft PDF document of ethical codes was provided to the students for further use.