Department of Social Work Standards of Professional and Ethical Behavior

The Department of Social Work at the Metropolitan State University of Denver is mandated by the Council on Social Work Education (CSWE) to foster and evaluate professional behavioral development for all students in the social work program. The Department of Social Work also bears a responsibility to the community at large to produce fully trained professional social workers who consciously exhibit the competences, values, and skills of the profession of social work. The values of the profession are codified in the National Association of Social Workers (NASW) Code of Ethics and the Council on Social Work Education has ten core educational competencies that social workers must master. Given this context, the Social work Department has identified behaviors for the social work student to exhibit in the classroom, the online classroom, field placement, in the Social Work office, through email/phone conversations, and any other interaction in a professional/academic setting. This document does not include the complete NASW Code of Ethics or the CSWE Educational Policies, however it highlights particular ethics and competencies to serve as a framework of professional and ethical behaviors to abide by while a social work student at MSU Denver. Other aspects of the NASW Code of Ethics or the CSWE Educational Policies are evaluated academically throughout the program’s curriculum.

Social Work Values

Diversity

Engage diversity and difference in practice.
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race religion, sex and sexual orientation. Social workers appreciate that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power and acclaim (CSWE, EPAS 2.1.4, 2009).

Social Work students:

Demonstrate sensitivity to and respect for human diversity, with ability to relate to people who are different from oneself and a basic capacity for nonjudgmental behavior toward individuals whose values, beliefs and lifestyles may be different from the student’s own.

Strive to become more open to people, ideas, and creeds that you are not familiar with and embrace diversity.

Maintain speech free of racism, sexism, heterosexism, or stereotyping.

Exhibit a willingness to serve diverse groups of persons. Demonstrate an understanding of how values and culture interact. Avoid violation of the MSU Student Code of Conduct.
Social Justice

Advance human rights and social and economic justice.

Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice (CSWE, EPAS 2.1.5, 2009).

Social Work students:

Strive to deepen commitment to social justice for all populations at risk.

Strive to deepen understanding of how institutional and personal oppression impede the experience of social justice for individuals and groups.

Strive to learn about methods of empowering populations and enhancing social justice at micro, mezzo, and macro levels.

Avoid violation of the MSU Student Code of Conduct.

Respect

Social workers respect the inherent dignity and worth of the person.

Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients’ socially responsible self-determination. Social workers seek to enhance clients’ capacity and opportunity to change and to address their own needs. Social workers are cognizant of their dual responsibility to clients and to the broader society. They seek to resolve conflicts between clients’ interests and the broader society's interests in a socially responsible manner consistent with the values, ethical principles, and ethical standards of the profession (NASW, Ethical Principles, 2009).

Social Work students:

Treat all peers, instructors and professionals in academia and otherwise with dignity and respect at all times.

Demonstrate a willingness and ability to listen to others.

Give feedback to peers in a constructive and non-judgmental manner.

Approach conflict with peers, your instructors and professionals in academia and otherwise in a cooperative and solution-seeking manner.

Use positive and nonjudgmental language with peers, your instructors and professionals in academia and otherwise
Avoid violation of the MSU Student Code of Conduct.

Integrity

Social workers behave in a trustworthy manner.

Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated (NASW, Ethical Principles, 2009).

Social Work students:

Comport themselves in a professional and respectful manner while in class, field placement workshops or other learning environments by exhibiting behaviors such as: being respectful, mature and attentive. Avoid sleeping in class, using cell phones, passing notes, and the non-academic use of computers.

Avoid Academic Dishonesty

Examples of academic dishonesty include, but are not limited to, the following:

- Plagiarism: the use by paraphrase or direct quotation of the published or unpublished work of another person without fully and properly crediting the author with footnotes, citations or bibliographical reference; unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials; or unacknowledged use of original work/material that has been produced through collaboration with others without release in writing from collaborators.
- Use of any unauthorized assistance in taking quizzes, tests, or examinations;
- Dependence upon the aid of unauthorized sources in writing papers, preparing reports, solving problems, or carrying out other assignments;
- Acquisition or possession without permission of tests or other academic material belonging to a member of the University faculty or staff;
- In any way giving assistance to others who are participating in any of the preceding types of behavior; or
- Falsifying attendance records or other official documents. Avoid violation of the MSU Student Code of Conduct.

Professional Competencies

In addition to the academic competencies outlined in each course syllabi, the social work student is expected to be thoughtful and professional when interacting and communicating in a professional or academic setting. This expectation extends to other members of the community whenever the student’s behavior may influence the perception of others about the profession of social work or Metro State.

Professionalism

Identify as a professional social worker and conduct oneself accordingly.

Social Workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth (CSWE, EPAS 2.1.1, 2009).
Social Work students:

Respond to constructive feedback by appropriate modification of behavior.

Apply themselves in all academic pursuits with seriousness and conscientiousness, meeting all deadlines as given by instructors and administration.

Come to class or online discussion prepared and ready to participate and engage. Examples include: coming to class or participating in discussion online having completed all required readings and assignments.

Seek out appropriate support when having difficulties to ensure success in completing Social Work Program requirements.

Take responsibility for one’s own education by utilizing tools such as advisors, faculty, and administration after having read the catalog, website, course materials and other program materials to educate oneself on minimum requirements, policies and procedures. Utilize systems of support as implemented by the university and department in the correct order (for example, students with an issue in the classroom should first talk with their instructor, then assigned advisor, then Student Coordinator, and escalate only when needed).

Strive to work toward greater awareness of personal issues that may impede your effectiveness with clients. Have mobility sufficient to perform essential classroom and field-related activities. Provides reasonable accommodations through documentation from the MSU ACCESS Center.

Acknowledge areas where improvement is needed. Accept and benefit from constructive feedback.

Display a significant measure of self-awareness such that others’ problems are not viewed through the prism of one’s own experience.

Avoid violation of the MSU Student Code of Conduct.

Professional Skill: Accountability

Social Work students:

Attend class, arrive on time, and return from break in a timely manner (punctuality).

Participate in group activities and assignments at a comparable level to peers. Complete work in a timely fashion and according to directions provided.

Come to class prepared, with readings and other homework completed. Adhere to the Social Work Department Attendance Policy.

Avoid violation of the MSU Student Code of Conduct.
Professional Skill: Communication

Social Work students:

Strive to practice most effective verbal and written communication skills as these skills are used heavily in interactions with clients and peers and also with creating client records.

Demonstrates interpersonal skills including the ability to establish rapport and work well with others (fellow students, faculty, staff, supervisors, etc…) These include compassion, altruism, integrity and demonstration of respect for and consideration of others.

Practice positive, constructive, respectful and professional communications skills with peers and instructor: (body language, empathy, listening)

Have sufficient skills in spoken and written English to understand the content presented in the program. Avoid violation of the MSU Student Code of Conduct.

Professional Skill: Confidentiality

Social Work students:

Guard any personal information that you hear about a peer or an instructor as strictly confidential. Maintain any information shared in class, dyads or smaller groups within that unit.

Use judgment in self-disclosing information of a very personal nature in the classroom. (Class time should not be used as therapy or treatment. If students feel the need to talk about issues they are struggling with on a non-professional level, they may consult with their instructor to receive a referral for counseling.)

Never use names of clients or disclose other identifying information in the classroom. Avoid violation of the MSU Student Code of Conduct.

Professional Ethics

Apply social work ethical principles to guide professional practice.

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law (CSWE, EPAS 2.1.2, 2009).

Social Work students:

Have professional goals that match those of the social work profession and generalist social work practice. Abstain from criminal activity.

Should not allow their own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interests of people for whom they have professional responsibility in the classroom or in the field placement.

Will respect the classroom’s academic purpose by not using the environment for processing one’s own difficulties and expecting the Social Work instructor to serve as a therapist. The Social Work student will understand and respect the Social Work instructor’s role in the classroom and in the Social Work Department as a social work educator, not social worker.
Will not use alcohol or drugs in ways that impair his/her ability to perform the work of the profession, or that results in compromised client care. It is the responsibility of every social work student to strive to protect the public from an impaired colleague and to assist that colleague whose capability is impaired because of alcohol or drug use.

Shall seek consultation and supervision whenever their ability to care for the client or provide adequate services to the field placement agency is inadequate because of lack of knowledge, experience, or ability.

Shall understand how his/her values, attitudes, beliefs, emotions and past experiences affect his/her thinking, behavior and relationships. The student must be willing to examine and change his/her behavior when it interferes with his/her working with clients and other professionals and must be able to work effectively with others in subordinate positions as well as those in authority.

Avoid violation of the MSU Student Code of Conduct.

Actions contrary to the Standards of Professional and Ethical Behavior will result in corrective action in a variety of ways. Examples may include: through classroom assignment feedback, advising sessions, or written documentation of the event.

The Department of Social Work reserves the right to terminate a student's participation in the program on the basis of professional non-suitability if the Department determines that a student's behavior has constituted a significant violation or pattern of violations of any of the Department of Social Work Standards of Professional and Ethical Behavior listed in this document. In such cases, a Performance Review will be initiated. See the department's website at www.msudenver.edu/socialwork for Performance Review procedures.

All students enrolled in social work courses are automatically held to the standards outlined in this document.