

RBT ONLINE TRAINING COURSE

RBT Ethics Code



Special Learning, Inc.

Autism Education for Parents, Teachers, and Therapists

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RBT® Task List Item(s) Addressed

This training program is based on the RBT Task List (2nd ed.) and is designed to meet the 40-hour training requirement for RBT certification. The program is offered independent of the BACB.

RBT® Ethics Code	Item Description
Ethics Code Section 1	Responsible Conduct of RBT
Ethics Code Section 2	Responsibilities to Clients
Ethics Code Section 3	Competence and Service Delivery

Objectives & Learning Outcomes

This training program is based on the RBT Task List (2nd ed.) and is designed to meet the 40-hour training requirement for RBT certification. The program is offered independent of the BACB.

RBT® Task List Item	Objective
Ethics Code: Section 1	To describe the RBT®'s ethical obligations with respect to responsible conduct
Ethics Code: Section 2	To describe the RBT®'s ethical obligations with respect to client obligations
Ethics Code: Section 3	To describe the RBT®'s ethical obligations with respect to delivery of services

Ultimate Learning Outcome (s)

- To describe and engage in ethical practice

Ethical Practice for RBTs

The requirements for ethical practice are stipulated in the RBT ethics Code.

Here we provide explanations and consideration for each element of the Code

***Ethics** in our field means that we follow the Code of Conduct*

Code Element 1.01

RBT[®]s uphold and promote the values and core principles of behavior analysis

What are our values and principles?

- Respect for the rights and dignity of clients
- Upholding the right to effective treatment
- Commitment to scientific evidence
- Client must benefit first and foremost

ASR #1

“Ethics” refers to

- a) Following the Code of Ethics
- b) Following your conscience
- c) Doing what your employers ask you to

Following the Code of Ethics

Responsible Conduct

Code Element 1.02

RBT[®]s remain familiar with this code. Lack of knowledge or understanding of this code does not excuse unethical conduct.

In order to accomplish this:

- Print a copy and have it readily available
- Review periodically
- Review as part of your supervision
- Get comfortable with the word “ethical”

Code element 1.03

RBT[®]s 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.

- Be honest with your co-workers and your supervisor.
 - Take advantage of the process
- It is better to say “I don’t know” or “I need help”. Make sure that others know that too

Code element 1.04

RBT[®]s 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.

- Be aware of legal requirements
 - Billing
 - Provision of services
 - Reporting abuse or neglect

Code element 1.06

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.

- Do not assume that employers know or understand the Code
- Take responsibility for this yourself
- Make sure to document attempts to resolve issues

ASR #2

Understanding the RBT Ethics Code is the responsibility of

- a) The employer
- b) The supervisor
- c) The RBT

The RBT

Code element 1.07

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 person to whom their supervisor reports. 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 ended

What is a Multiple Relationship?

“ A multiple relationship is one in which a behavior analyst is in both a behavior-analytic role and a non-behavior analytic role simultaneously with a client or someone closely associated with or related to the client.” (BACB®, 2014)

- Some are obvious from the start
 - Do not take on clients who are already relatives or friends
- Some develop over time
 - Being treated like “one of the family”

Why Avoid Multiple Relationships?

- In those relationships which develop over time, one relationship can overwhelm the other and cloud clinical judgment or cause harm to clients
- Babysitting
- Attending family events
- socializing

Self-Management of Multiple Relationships

It is fine to be emotionally invested in your work, but your emotional investment must not overwhelm your work

Ask yourself: *“Is this for me or is this for them?”*

Friendships are mutually beneficial, in a clinical relationship the benefit is to the client

ASR #3

Becoming friends with a client's family is an example of a *multiple relationship*

Code element 1.08

RBT[®]s 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.

This involves:

- Managing Conflict
- Self-Care

Managing Conflict

Conflicts with others can cause difficulty and affect programming

- Begin with what you have in common
- Focus on common needs and what you hope to accomplish
- Validate concerns and ask questions

<https://www.edcc.edu/counseling/documents/Conflict.pdf>

Self-care

Self-care is not selfish

- Manage your schedule to allow for breaks, including vacations
- Allow yourself to take sick days
- Ask for help when you need it
- Set reasonable boundaries

Code element 1.09

RBT[®]s follow through on obligations and contractual commitments with high quality work and they do not make commitments they cannot keep.

- Read your contract thoroughly
- Set appropriate limits on your time and availability and enforce these limits
- Allow for time to travel, along with makeup sessions

Code element 1.10

RBT[®]s do not make false, deceptive, misleading, exaggerated, or fraudulent public statements about their work or qualifications.

- Refer to the qualifications you have, not those you will have or are working toward

ASR #4

Self care is not necessary for an RBT.

False

Code element 1.11

RBT®s 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

- Make sure you have updated certification information

Code element 1.12

RBT[®]s obtain permission to use trademarked or copyrighted materials as required by law. RBT[®]s provide citations that recognize the intellectual property of others, including trademark and copyright symbols.

- Understand what is trademarked
- Do not use logos or printed material from your company for other purposes

Code element 1.13

RBT[®]s 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[®], RBT[®]s must submit a formal complaint to the BACB[®].

- Use the supervision process
- If unlikely to be successful
 - BACB
 - Supervisors

Responsibilities to Clients

Code element 2.01

RBT[®]s support the legal rights and preferences of clients

Be sure that you are aware of these rights

- Rights to privacy
 - <https://www.hhs.gov/hipaa/index.html>
- Human rights
 - <https://www.un.org/en/universal-declaration-human-rights/index.html>
- Right to effective treatment

Code element 2.02

If RBT[®]s become aware that a client's legal rights are being violated, or if there is risk of harm, RBT[®]s 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 efforts to address the matter

- Right to safety
 - Reporting abuse or neglect
- Right to effective and ethical treatment
 - Van Houten et al, 1968

Code element 2.03

When providing services, RBT[®]s 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. RBT[®]s recognize their own limitations and obtain the proper training, consultation, or supervision when providing behavior technician services to protected individuals or groups.

- Be aware of any possible biases and be prepared to get support to work on them

Code element 2.04

RBT[®]s do not accept gifts from or give gifts to clients.

- Exchanging gifts may cause the development of a multiple relationship
- These relationships can be harmful and can compromise the service to the client

ASR #5

Giving or receiving gifts could cause a *multiple relationship*

Navigating gifts

Giving gifts is prohibited but many RBTs have difficulty when offered gifts from clients

- Be sure that clients are aware of this rule
 - Manage expectations and be clear that no gifts are necessary
- Intention is important to consider
 - Will declining this gift harm the therapeutic relationship?
 - *BACB Newsletter, May 2015*

Code element 2.05

RBT[®]s 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.

- Do not post pictures or any information about clients
- You do not need to give identifying information to talk about work

Code element 2.06

RBT[®]s always obtain permission from clients and staff to record interviews and service delivery sessions. Consent must be specifically and separately obtained from each individual.

- Consult with your supervisor
- These should be for clinical purposes only
- Consent is required from the client or caregivers
 - If the parents record the session for their own purposes, that is their right

Code element 2.07

RBT[®]s 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 by an organization's policies.

- Only use the information necessary to do your job
- Make sure to ask about communication with co-workers

Code element 2.08

- *RBT[®]s 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. RBT[®]s 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, or disposal.*
- No one should know what they do not need to know

Code element 2.09

RBT[®]s 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.

- Information belongs to the clients, not to us
- They decide what should be shared

Code element 2.10

RBT[®]s 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 given time.

- Do not leave paperwork with identifying information where anyone can view it
- Should be locked or kept at another location

ASR #6

Information belongs to *the client*

Competence and Service Delivery

Code element 3.01

RBT[®]s only practice under the close, ongoing supervision of a qualified supervisor

- Keep information about your supervisor up to date in the BACB portal
- You are the point of contact with your supervisor
 - Ask question
 - Seek feedback

Code element 3.02

RBT[®]s follow the direction of their supervisors and inform them when they are asked to do something that goes beyond the scope of their certification.

- Your supervisor is there to support your work and to serve the client
 - They are also held to high ethical standards
 - *Professional and Ethical Compliance Code for Behavior Analysts*

Code element 3.03

RBT[®]s must be competent in the areas in which they provide behavior technician services.

- Competent: “having suitable or sufficient skill, knowledge, experience, etc.”
 - Being able to perform the specific tasks required
- It is better to say “I don’t know” or “I need help” than to compromise what we give our clients

Code element 3.04

RBT[®]s may not practice with new client populations without proper training and oversight.

- “If you’ve met one child with autism you’ve met one child with autism”
 - Every client is unique and different populations have different needs and concerns

Code element 3.05

RBT[®]s provide behavior technician services only within defined roles.

- It should be clear to the client what to expect from an RBT[®]
- An RBT[®] is:
 - A clinician
 - A specialist in behavior analysis
 - A direct service provider
- An RBT[®] is not:
 - A babysitter
 - A housekeeper
 - A behavior analyst
 - A family therapist

Code element 3.06

When RBT[®]s provide services, they communicate with clients in a simple and easy-to-understand way.

- Practicing the vocabulary is a wonderful idea
- Never use a term without defining it
- Ask for clarification
 - “Is that clear?”

Code element 3.07

RBT[®]s collect and display data in a way that allows for decisions and recommendations to be made for program development

- You are the point of contact between the client and your supervisor
- Your supervisor will make decisions based on your communication

Data is how we communicate

ASR #6

Data is how we communicate

Code element 3.08

If RBT[®]s 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.

- Clients must have clarity on your role as the RBT[®] and what constitutes behavior analytic services

Resources

- Behavior Analyst Certification Board (BACB). (2017). Registered Behavior Technician (RBT) Task List. Retrieved from: <https://bacb.com/wcontent/uploads/2016/10/161019-RBT-task-list-english.pdf>
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- Van Houten, R., Axelrod, S., Bailey, J. S., Favell, J. E., Foxx, R. M., Iwata, B. A., & Lovaas, O. I. (1988). The right to effective behavioral treatment. *Journal of Applied Behavior Analysis*, 21(4), 381-384.

Congratulations for completing your 9th class in the RBT 40-Hour Course!!!

If you have any questions during your Journey to become a credentialed RBT® email:

RBT ® Program Manger:

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Or Support:

Contact@special-learning.com

Thank You for Attending Special-Learning's

Live

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RBT Ethics and Scenarios-

**Questions and Answers with Dr. Jon Bailey,
BCBA-D.**



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