

NJSHA Code of Ethics

(Revised October 1, 2016)

Preamble

The preservation of the highest standards of integrity and ethical principles is vital to the responsible discharge of obligations by speech-language pathologists, audiologists and speechlanguage and hearing scientists. This Code of Ethics sets forth the fundamental principles and rules considered essential to this purpose.

Every individual who is a member of the New Jersey Speech-Language-Hearing Association (NJSHA) shall abide by this Code of Ethics.

Any violation of the spirit and purpose of this Code shall be considered unethical. Failure to specify any particular responsibility or practice in this Code of Ethics shall not be construed as denial of the existence of such responsibilities or practices.

The fundamentals of ethical conduct are described by Principles of Ethics and by Rules of Ethics as they relate to responsibility to persons served, to the public, to the conduct of research and scholarly activities and to speech-language pathologists, audiologists and speech-language and hearing scientists.

Principles of Ethics, aspirational and inspirational in nature, form the underlying moral basis for this Code of Ethics. Individuals shall observe these principles as affirmative obligations under all conditions of professional activity.

Rules of Ethics are specific statements of minimally acceptable professional conduct or of prohibitions and are applicable to all individuals.

Principle of Ethics I

Individuals shall honor their responsibility to hold paramount the welfare of persons they serve professionally or participants in research and scholarly activities and shall treat animals involved in research in a humane manner.

RULES OF ETHICS

- A. Individuals shall provide all clinical services and scientific activities competently.
- B. Individuals shall use every resource, including referral and/or interprofessional collaboration when appropriate, to ensure that high-quality service is provided.
- C. Individuals shall not discriminate in the delivery of professional services or in the conduct of research and scholarly activities on the basis of race, ethnicity, sex, gender identity/gender expression, sexual orientation, age, religion, national origin, disability, culture, language or dialect.
- D. Individuals who hold the appropriate professional credentials shall not delegate tasks that require the unique skills, knowledge and judgment that are within the scope of their profession to any nonprofessionals over whom they have supervisory responsibility. An individual may

delegate support services to persons in the education or certification process, only if those services are supervised according to prescribed professional and regulated standards by an individual who holds the appropriate professional credentials.

- E. Individuals shall not misrepresent the credentials of persons providing services and shall inform those they serve professionally of the name and professional credentials or the training and certification status of persons providing services.
- F. Individuals shall obtain informed consent from the persons they serve of the nature and possible risks and effects of services rendered and products dispensed and shall inform participants in research about the possible effects of not engaging in treatment or not following clinical recommendations. If diminished decision making ability of persons served is suspected, individuals should seek appropriate authorization from a spouse, other family member, or legally authorized representative
- G. Individuals shall evaluate the effectiveness of services provided, technology employed and of products dispensed and shall provide services or dispense products only when benefit can reasonably be expected.
- H. Individuals may make a reasonable statement of progress but shall not guarantee directly or by implication the results of any treatment or procedure; however, they may make a reasonable statement of prognosis.
- I. Individuals shall not provide clinical services solely by correspondence (for example, written, electronic).
- J. Individuals may provide services via telepractice consistent with professional standards and state and federal regulations.
- K. Individuals shall adequately maintain and shall protect the confidentiality and security of records and professional services rendered, research and scholarly activities conducted and products dispensed and shall allow access to these records only when doing so is necessary to protect the welfare of the person or of the community is legally authorized or required by law.
- L. Individuals shall protect the confidentiality of any professional or personal information about identified persons served professionally or identified participants involved in research and scholarly activities, unless required by law to do so, or unless doing so is necessary to protect the welfare of the person or of the community or otherwise required by law.
- M. Individuals shall not charge for services not rendered, nor shall they misrepresent services rendered, products dispensed, or research and scholarly activities conducted.
- N. Individuals shall use persons in research or as subjects of teaching demonstrations only with their informed consent.
- O. Individuals whose professional services are adversely affected by substance abuse or other health-related conditions shall seek professional assistance and, where appropriate, withdraw from the affected areas of practice.
- P. Individuals shall provide reasonable notice and information about alternatives for obtaining care in the event that they can no longer provide professional services.

Principle of Ethics II

Individuals shall honor their responsibility to achieve and maintain the highest level of professional competence and performance.

RULES OF ETHICS

- A. Individuals shall engage in only those aspects of the profession that are within the scope of their professional practice and competence, considering their certification status, education, training and experience
- B. Individuals shall enhance and refine their professional competence and expertise through engagement in lifelong learning applicable to their professional activities and skills.
- C. Individuals shall comply with the continuing education mandates required for licensure and/or certification maintenance.
- D. Individuals shall delegate the provision of clinical services to:
 - a. persons who hold the appropriate license and/or certificate;
 - b. persons in the education or certification process who are appropriately supervised by an individual who holds the appropriate license and/or certificate.
- E. Individuals shall not require or permit their professional staff to provide services or conduct research activities that exceed the staff member's competence, level of education, training and experience.
- F. Individuals shall ensure that all technology and instrumentation used to provide services or to conduct research and scholarly activities are in proper working order and is properly calibrated.

Principle of Ethics III

Individuals shall honor their responsibility to the public when advocating for the unmet communication and swallowing needs of the public and shall provide accurate information involving any aspect of the professions.

RULES OF ETHICS

- A. Individuals shall not misrepresent their credentials, competence, education, training experience, or scholarly or research contributions.
- B. Individuals shall avoid engaging in conflicts of interest whereby personal, financial, or other considerations have the potential to influence or compromise professional judgment and objectivity.
- C. Individuals shall refer those served professionally solely on the basis of the interest of those being referred and not on any personal financial interest.
- D. Individuals shall not defraud through intent, ignorance, or negligence or engage in any scheme to defraud in connection with obtaining payment, reimbursement, or grants and contracts for services provided, research conducted, misrepresent diagnostic/treatment/progress information, research, services rendered.
- E. Individuals' statements to the public shall provide accurate information about the nature and management of communication disorders, about the professions and about professional services and about research and scholarly activities
- F. Individuals' statements to the public (advertising, announcing and marketing their professional services, reporting research results, and promoting products) shall adhere to prevailing professional standards and shall not contain misrepresentations.

Principle of Ethics IV

Individuals shall honor their responsibilities to their professions and their relationships with colleagues, clinical fellows, students, and members of allied professions. Individuals shall uphold the dignity and

autonomy of the professions, maintain harmonious inter-professional and intraprofessional relationships, and accept the professions' self-imposed standards.

RULES OF ETHICS

- A. Individuals shall not knowingly allow anyone under their supervision from engaging in any practice that violates this Code of Ethics.
- B. Individuals shall not engage in dishonesty, negligence, fraud, deceit, misrepresentation, sexual harassment, or any other form of conduct that adversely reflects on the professions or on the individual's fitness to serve persons professionally.
- C. Individuals shall not engage in any form of harassment, power abuse, or sexual harassment with clients or students over whom they exercise professional authority.
- D. Individuals shall assign credit only to those who have contributed to a publication, presentation or product. Credit shall be assigned in proportion to the contribution and only with the contributor's consent.
- E. Individuals shall reference the source when using other persons' ideas, research results and products in written, oral or any other media presentation or summary. To do otherwise constitutes plagiarism.
- F. Individuals' statements to colleagues about professional services, research results and products shall adhere to prevailing professional standards and shall contain no misrepresentations.
- G. Individuals shall not provide professional services without exercising independent professional judgment, regardless of referral source of prescription.
- H. NJSHA will conform to the nondiscrimination language in the ASHA Bylaws.