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PREFACE

Welcome to the California State University, Chico School of Social Work!

You are entering an exciting field of study and practice with countless career possibilities. Social Work is unique in its emphasis on social justice and work with the most vulnerable populations. The Bachelor’s of Social Work (BSW), which is accredited by the Council on Social Work Education (CSWE), prepares you for beginning professional generalist social work practice. A generalist approach requires that social workers have a foundation of knowledge and skills to access, analyze, plan, evaluate, and treat clients from diverse backgrounds in various settings and systems. This degree will enable you to work in many different settings such as health care, rehabilitation, criminal justice, schools, government agencies, mental health, child and adult protective services, counseling, and many others. We are proud to have a faculty with extensive experience in many different practice areas. CSU, Chico School of Social Work faculty members are eager to talk with students about their own social work experiences and to offer mentoring and support.

The Student Association of Social Workers (SASW) is your organization – it is a primary means for social work students who are interested in enhancing their education through activities on and off campus to address their interests. All social work majors are automatically members. SASW officers are elected by the students each Spring semester. SASW can provide wonderful opportunities to meet others and to address community issues and organizations. In the past, SASW has been involved in projects with domestic violence, older adults, fundraisers for needy families, attending social work conferences, and bringing guest speakers to campus. SASW has also organized social activities for social work majors, including graduate students and faculty. For further information contact Desiree Myers, President, SASW AY 2010-2011: djayne@mail.csuchico.edu

The BSW Director serves as the advisor for all Social Work undergraduates until their acceptance into the “Professional Sequence” in Fall of the junior year. Once accepted, the junior-level BSW students are assigned to individual faculty advisors who provide students with individual advising and direction throughout the balance of their BSW experience. The faculty and staff look forward to working with you to ensure an enjoyable and rewarding educational experience.

Kathy Cox, Ph.D., LCSW
BSW Director
School of Social Work
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Introduction

This BSW Student Handbook has been prepared to inform you about the School’s policies, procedures, and provide information regarding the program. It is important that you become familiar with the contents of the Handbook, as it will give you an overview of what to expect throughout your time in the program. It may save you considerable time and difficulty if you know this information from the beginning.

The School of Social Work is housed within the College of Behavioral and Social Sciences and, therefore, is also subject to the policies and procedures of that body as well as the University. To make yourself aware of those requirements, please become familiar with the 2009-2011 version of the University Catalog.

As the policies and procedures of the School of Social Work are constantly under review and revision, please stay in close communication with the Program personnel. The School website (www.csuchico.edu/swrk/) is updated regularly and will give you the most current version of policies and procedures, as well as other valuable information. Your faculty advisor is also an important source of information.

Social Work Education

Formalized social work education began in 1898 with a professional training program in New York. By the early 20th century, social workers organized several professional organizations. There are three professional levels of social workers in the U.S. today: baccalaureate degree (BSW), master’s degree (MSW), and doctorate (PhD or DSW). In California, many students graduating with MSW degrees plan to work towards licensure and completion of Licensed Clinical Social Worker (LCSW) requirements. The LCSW is administered through the State Board of Behavioral Examiners. Requirements for LCSW include a minimum of two years of post-MSW supervised clinical practice, as well as successful completion of the state licensing examinations.

The Council on Social Work Education (CSWE) is the professional education organization that monitors and accredits undergraduate and graduate social work programs in the U.S. The CSWE establishes the required body of knowledge that social workers must acquire (See Appendix). An ethical code of conduct has been established by the National Association of Social Workers (NASW) called the NASW Code of Ethics. A code of conduct, established educational standards, state regulations, and licensing establishes social work as a profession opposed to merely a job or occupation (See Appendix).

History of the CSU, Chico School of Social Work

Social Work studies in Chico began in 1956. Due to growing need for trained social workers throughout northern California, the Northeastern County Welfare Directors enlisted the support of the California State Legislature and lobbied Chico State College to establish a program to deliver undergraduate and graduate degrees in social welfare. To develop the social welfare program, Chico State College hired the late Dr. Archie McDonald in 1958 as the coordinator, and in 1959 the program in social welfare was established with Dr. McDonald as its sole full-time faculty member. McDonald was the chair of the program until 1969 and retired as a teaching faculty member in 1987. He established three undergraduate social work scholarships bearing his name: the Archie McDonald Social Work Scholarships for Academic Excellence, Professional Service, and the Social Work Sophomore Scholarship, as well as one Master of Social Work (MSW) Scholarship named for his wife, Lois McDonald.

The program grew as faculty members were hired and they developed new courses. Also in 1971, the social work program became the Department of Social Welfare and Corrections under the Division of Special Academic Programs, and subsequently, the School of Health and Human Services. During the 1970s, the
The department had 10 full-time faculty members and 300 undergraduate majors. When the School of Health and Human Services was disbanded in 1979, the Department of Social Welfare and Corrections joined the School of Behavioral and Social Sciences under the leadership of James O. Haehn. The departments of Social Work and Sociology merged in 1984, during California’s time of fiscal difficulties, and became the Department of Sociology and Social Work. Although this arrangement proved to be highly collegial for the faculty and students, they began the process of separating the two programs in 1999 to allow for development of the MSW program. Planning for the MSW program was initiated by Professor Jan O’Donnell at the request of the directors of social services agencies throughout the 12 northern California counties. CSU, Chico’s faculty and students conducted a feasibility study in 1998. The CSU, Chico Academic Senate approved the MSW Degree Program and the creation of a new administrative unit, “The School of Social Work” within the College of Behavioral and Social Sciences. Once eight additional faculty members and support staff were hired, the curriculum developed, and the self-study completed, the MSW program was awarded full accreditation in February 2005 by the Council on Social Work Education (CSWE), the accreditation organization for all social work education programs in the United States.

The undergraduate Social Work Program has held “constituent membership” and “approved status” with the Council on Social Work Education from 1960 until 1974. It has been fully and continuously accredited since 1974. The high quality of the undergraduate program and its collaborative relationship with agencies throughout the region during this time provided a solid foundation for expansion of the School and its programs.


School Mission and Baccalaureate Goals and Objectives

Mission
The mission of the School of Social Work is to provide high quality social work education for generalist social work practice at the baccalaureate level, advanced practice and leadership at the master’s level, and high quality general education courses. Our intent is to educate social work practitioners at both levels who are ethical, knowledgeable, and versatile in serving rural and urban areas throughout the region and state. Through collaborative efforts with community service agencies, social work professionals and organizations, the program educates social workers to become lifelong learners and culturally competent practitioners who work to promote social and economic justice in an increasingly complex, diverse, and interconnected world.

Generalist Social Work Practice
Generalist Practice (GP) prepares students with a broad-based set of knowledge, skills, and values necessary for entry level social work professional practice with individuals, families, groups, organizations and communities. The major emphases for GP are: direct services to individuals, families and groups, community and organizational practice, policy analysis and practice, and research as practice.

Goals of the Undergraduate Social Work Program
To fulfill its mission, the BSW Program will:

1. Prepare social workers with the knowledge, values and skills necessary for entry-level generalist professional practice with multi-level systems;
2. Prepare social workers for culturally competent practice in diverse settings with an emphasis on practice within the urban and rural areas of Northern California;
3. Prepare social workers for advocacy and social or political action promoting social and economic justice to alleviate poverty, oppression, and other forms of discrimination;
4. Maintain connections with the professional community and the social services system throughout the region and work toward improvement of services and the programs;
5. Participate in the University’s General Education program through course offerings;
6. Prepare social workers who will engage in continuing professional education and life-long learning to enhance their social work knowledge and skills.

BSW Objectives
1. Apply critical thinking skills in all learning environments to multiple units of concerns and levels of social work practice.
2. Assess personal values and demonstrate preliminary knowledge of the NASW Code of Ethics and the interaction upon professional social work.
3. Demonstrate knowledge of diverse populations and respect for their concomitant values and practices.
4. Understand the forms and mechanisms of oppression and discrimination including environmental racism and apply multi-level strategies of advocacy and social change that advance social and economic justice.
5. Understand the history of the social work profession, its contemporary issues and structures.
6. Apply knowledge and skills of empowering, strengths-based, collaborative practice with multi-level systems.
7. Use theoretical frameworks supported by empirical evidence to understand and assess individual development and social behaviors across the life span.
8. Analyze historical and current social policy and concomitant social service delivery patterns to formulate alternative, empirically-based proposals.
9. Evaluate research studies and corresponding theories to assess one’s own practice and large system interventions.
10. Demonstrate communication skills differentially with various client and professional populations and settings.
11. Use supervision and consultation appropriate to generalist practice.
12. Demonstrate collaborative practice within the structure of organizations and service delivery systems seeking organizational change to provide comprehensive and effective services.
13. Demonstrate professional use of self that includes awareness of personal and professional visibility in our North Valley.

Statement of Unqualified Respect for Human Diversity and Nondiscrimination
As stated in the National Association of Social Workers Code of Ethics, specified within the Educational Policy and Accreditation Statement of the Council on Social Work Education, and consistent with the California State University, Chico’s Policy on Nondiscrimination and Affirmative Action in Employment and Education, we the faculty, staff, and students of the School of Social Work:
1. Advocate the elimination of any form of discrimination on the basis of age, class, socioeconomic status, color, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, sexual orientation and other physical, psychological or social characteristics;
2. Are committed to teach, encourage, and promote an appreciation, respect, and understanding of human diversity in the School of Social Work, California State University, Chico, our professors, and our communities;
3. Affirm the value of soliciting, incorporating, and respecting human diversity into all aspects of our educational experiences, our profession, and our personal lives as ways to enrich our total life experience individually and collectively as members of a diverse world community.
Statement Regarding Students with Disabilities

Any student who, because of a disability, may need special arrangements or accommodations to meet the requirements of the BSW Program should consult with the BSW Director as soon as possible. The office of Disability Services provides an array of services to meet the needs of students with disabilities, according to Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. It is important to note that students are responsible to notify the BSW Director and individual instructors of DSS status and work to determine what “reasonable accommodations” need to be arranged prior to exam, assignment, and paper due dates. See information and guidelines provided in California State University Student Handbook and Policy Guide and the California State University Nondiscrimination Policy Regarding Individuals with Disabilities in the Appendices.

The Bachelor of Arts in Social Work (BSW)

Admissions Policy

Any student admitted to CSU, Chico may specify “Social Work” as their major. Actual admission to the program or “Professional Sequence” occurs in Fall semester of the Junior year. Admissions Policy for the BSW degree program applies to all prospective majors. The BA in Social Work is the entry level professional degree. Therefore, it is important that you complete the liberal arts base, the Social Work Core listed below, and regularly meet with the BSW Director or your advisor.

You are ready to begin the Professional Sequence if you have:

1. Achieved junior class standing, including upper division transfer students with 60 or more transferable semester college units (90 or more quarter units).
2. Completed or have in progress 39 of the 48 required General Education (GE) units (See 2009-2011 University Catalog pp. 118-135). It is also recommended you have completed or have in progress the United States History, Constitution, and American Ideals requirement.
3. Completed or have in progress, the Social Work Core (SWRK 170, SWRK 200 & SWRK 302) at CSU, Chico or their articulated equivalents. (See: http://www.assist.org/web-assist/welcome.html)
4. A minimum overall GPA of 2.0.
5. Passed the Social Work Core courses with a minimum of a C- (overall GPA must be 2.0 or higher)
6. Documented completion of 60 hours of volunteer work in one or more social service agencies.
7. Submitted paperwork for “Professional Sequence” in the Fall semester of your junior year, including professional sequence application, documented volunteer hours (a form will be attached to the application), and field work applications.

You will need to download a Professional Sequence Application that will be posted in Vista by September 13, 2010. It will be due to the social work office by October 15, 2010. Delays in submission may result in postponement of entering the Professional Sequence. The BSW Director is only responsible for evaluating the transferability of social work prerequisites not listed on the articulation agreements between CSU, Chico and other units of the California State University, the University of California, and the California Community Colleges system.

Many undergraduates who desire to major in Social Work are accepted into the program; however, admission may be delayed or discouraged in the event of potential conflicts with the NASW Code of Ethics, academic standing, and/or other concerns. Students and potential students should become familiar with the Code of Ethics, including but not limited to the six sets of standards specifically delineating the social workers ethical responsibilities to: 1) clients, 2) colleagues, 3) practice settings, 4) as professionals, 5) the social work profession, and 6) to the broader society. Students unable to focus on their academic or field performance will be encouraged to resolve physical, psychological, legal, or social problems prior to
progressing in the program. For some students, this may require delays in graduation and/or completion of the Social Work professional sequence.

We are committed to your success. Many resources are available to assure your success in our program, including the Student Counseling Center, Health Services, and our own “Writing for the Major” courses. Please help us to support your achievements by maintaining frequent contact with your instructors, the BSW Director, and your undergraduate advisor, asking for help and/or information when you need it, and by helping to create a community of mutual respect and collaboration with your student colleagues and faculty.

**Total Course Requirements for the Bachelor’s Degree: 120 units**

See “Requirements for the Bachelor’s Degree” in the 2009-2011 University Catalog for complete details on general degree requirements. A minimum of 40 units, including those required for the major, must be upper division.

**General Education Requirements: 48 units**

See “General Education Requirements: in the University Catalog for the most current information on General Education requirements. Many of the course requirements below may also be applied toward General Education. The 9-unit Upper Division Theme requirement, included within the 48-unit GE requirement, may NOT be taken until you have completed 45 semester units and GE core requirements. Complete all nine-units within one theme. A complete description of the GE requirements for graduation can be found in the catalog and online: http://www.csuchico.edu/catalog/req/05ge.html#generaleducationupper.

**Cultural Diversity Course Requirements: 6 units**

See “Cultural Diversity” in the University Catalog. Most courses used to satisfy these requirements may also apply to General Education. SWRK is designated as an ethnic course, but is not a GE course.

**United States History, Constitution and American Ideals Requirement: 6 units**

See “United States History, Constitution, and American Ideals Requirements” in the 2009-2010 University Catalog. Courses used to satisfy this requirement do not apply to General Education. This requirement must be completed prior to entering the senior year in the major.

**Literacy Requirement**

See “Mathematics and Writing Requirements” in the 2009-2011 University Catalog, pp. 121-122. Writing proficiency in the major is a graduation requirement and may be demonstrated through satisfactory completion of a course in your major which has been designated as the Writing Proficiency (WP) course for the semester in which you take the course. Students who earn below a C- are required to repeat the course (see University Repeat Policy at the end of this handbook) and earn a C- or better to receive WP credit. See the Class Schedule for the designated WP courses for each semester. A grade of C- or better in ENGL 001 (or its equivalent) is required before admission to a Writing Proficiency (WP) course. SWRK 435 is the WP course in this major.

**Course Requirements for the Major: 62 units**

The following courses, or their approved transfer equivalents, are required of all candidates for this degree. *Note: In keeping with CSWE (Council on Social Work Education) policies and our own program philosophy, the School of Social Work does not grant social work course credit for previous experience, employment, or volunteer experience.

**NOTE:** A maximum of 15 units of internship (courses numbered 189, 289, 389, and 489) may be applied to a bachelor’s degree at CSU, Chico. Social Work practicum (field internships in community agencies) courses expend 10 of those units.
Social Work Core: 25 units
The following courses must be completed before taking any courses from the professional sequence in the spring semester of the junior year (Semester I).

<table>
<thead>
<tr>
<th>Social Work Core Courses (25 units)</th>
<th>Grade/Units</th>
<th>Planned</th>
<th>Requirements completed (college/sem/qua/yr)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIOL 104/004 or human biology (Area B-2)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECON 101 or 102 (Area D-2) or 103 (Area D-3)</td>
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<td></td>
</tr>
<tr>
<td>MATH 105/005 (Area A-4)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>PSY 101/001 (Area E)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SOCI 101/001 (Area D-1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SWRK 170/70 (Area D-1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SWRK 200/100 (ETH)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SWRK 302/102 (Area E)</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

NOTE: It is recommended that students enroll in SWRK 170, SWRK 200, and SWRK 302 in the same semester, both for educational reasons and to give you an opportunity to complete the Professional Sequence with a small cohort of students.

Service Learning
Social Work programs, including our programs at CSU, Chico, have a strong emphasis on “field placements” or experiential learning in community organizations. These placements give students opportunities to learn about work with different populations and settings, as well as provide a valuable contribution to the community. “Service Learning” in our program begins in SWRK 170, SWRK 200, and SWRK 302. Each of these courses has been designed to include “service learning” placements arranged by CAVE (Community Action Volunteers in Education), please see [https://www.aschico.com/?Page=597](https://www.aschico.com/?Page=597). SWRK 170 requires 10 hours of service learning over the course of the semester, usually involving a weekend trip to Napa State Hospital, Sonoma State Hospital, or the Veteran’s Home. SWRK 200 and 302 each require 30 hours of service learning over the course of the semester. SWRK 305 requires one 60 hour placement over the course of the semester. During the senior year, students spend two days a week in a structured field placement for the entire year.

Social Work Sequence
The social work program at CSU, Chico involves a sequence of courses that must be completed in a specific order. Because the professional sequence courses are offered one semester each academic year, it is essential that you become familiar with the sequence and plan accordingly. We recommend that you meet with the BSW Director or your advisor at least once each semester to make sure you are following the professional sequence.

<table>
<thead>
<tr>
<th>Spring</th>
<th>Professional Sequence I (13 units)</th>
</tr>
</thead>
<tbody>
<tr>
<td>303</td>
<td>Human Behavior &amp; the Social Env   (3 units)</td>
</tr>
<tr>
<td>305</td>
<td>Community &amp; Organizational Change (3 units)</td>
</tr>
<tr>
<td>325</td>
<td>Basic Skills in SWRK Practice     (3 units)</td>
</tr>
<tr>
<td>330</td>
<td>SWRK Research Methods             (4 units)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fall</th>
<th>Professional Sequence II (12 units)</th>
</tr>
</thead>
<tbody>
<tr>
<td>435</td>
<td>Social Work Methods I              (3 units)</td>
</tr>
<tr>
<td>485</td>
<td>Soc Welfare Pol/Prgs &amp; Svcs        (3 units)</td>
</tr>
<tr>
<td>489A</td>
<td>Social Work Practicum I            (5 units)</td>
</tr>
<tr>
<td>490A</td>
<td>Seminar for Practicum I            (1 unit)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Spring</th>
<th>Professional Sequence III (9 units)</th>
</tr>
</thead>
<tbody>
<tr>
<td>445</td>
<td>Social Work Methods II             (3 units)</td>
</tr>
<tr>
<td>489B</td>
<td>Social Work Practicum II           (5 units)</td>
</tr>
<tr>
<td>490B</td>
<td>Seminar for Practicum II           (1 unit)</td>
</tr>
</tbody>
</table>

In the event a) you drop, b) do not receive at least a grade of C- in Social Work Core courses including prerequisite courses, or c) take an incomplete in a Social Work Core course, you may ineligible to progress to the Professional Sequence. Contact the BSW Director immediately to develop an academic plan.
Professional Standards and Disqualification

The social work degree signifies readiness to begin professional work in positions requiring trust and high ethical standards. You are expected to meet the ethical and professional standards set by the profession and the practicum agencies. Should it be determined you do not meet such standards, you can be dropped from the practicum and all co-requisite social work courses and thus, be prevented from completing the social work major. Disqualification occurs in extremely rare situations, usually involving a referral to Student Affairs Committee and/or Field Committee. Frequently, students are advised to take immediate action to remedy problems, including but not limited to slowing down completion of the degree to attend to personal problems and/or repeat courses (see University Repeat Policy at the end of this handbook).

The professional standards include the following:

1. Honoring the NASW Code of Ethics of the social work profession; this includes not allowing your own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties impair your judgment or performance;
2. Being found acceptable and receiving at least a minimum satisfactory evaluation by practicum agencies;
4. Avoiding behavior that suggests potential harm to clients, colleagues, or themselves.

Program Description

BA Program in Social Work (BSW)

The practice of social work actively seeks out and develops peoples’ capacities by reaching for strengths in individuals, families, organizations, communities, and society as a whole. Social work rests on the firm belief that all people are of equal value and that every person possesses the capacity to face challenges and to grow and change. People experience “problems in living” when life presents them with challenges of an historical, institutional, interpersonal, or intrapersonal nature. The social work profession has always been in the forefront of promoting positive social change in the broader societal context, empowering our most vulnerable citizens.

The baccalaureate curriculum and the foundation year of the MSW curriculum are based upon competencies necessary for social work practice at the foundation level. The advanced year of the MSW curriculum prepares students for advanced social work practice. Faculty members assess students’ progress in acquiring those competencies throughout their coursework, including all field experience.

Practicum is an integral part of social work education. Students are placed as interns in regional social service programs to integrate social work knowledge with the realities of working in the field. Practicum provides opportunities for students to develop practice skills in relation to social work values and ethics. Contact Patty Hunter, Director of Field Education, for more information.

Scholarships and Financial Assistance

The school administers the Aileen Collier Glenn, the Mary (Dolly) French, the Archie McDonald, the Paul Martinsen, and the Art Preciado Scholarships, which are awarded to undergraduate social work students who have attained sophomore status or above. The application period is October 1 through February 1 for the next academic year. Complete your application online (www.csuchico.edu/fa/) before midnight Pacific time on February 1. If you have any questions about the procedures, contact the Financial Aid Office at (530) 898-6451.
**Career Outlook**

Social work is one of the fastest growing professions in the United States. For variety few occupations can compare with social work. While social workers are employed as lobbyists, administrators and policymakers, they frequently choose to work directly with individuals, families, and groups of people who experience problems that are economically, politically, and socially based. Social work is unique in its dedication to working with people who are economically disadvantaged; no other helping profession so clearly defines its mission to work with this population. Among the settings that employ social workers are schools, hospitals, mental health clinics, private counseling services, drug and alcohol clinics, job training programs, adult and child social services, in-home services for isolated older adults or persons with AIDS, social welfare agencies, adult corrections and juvenile probation.

**Roles, Rights and Responsibilities of Social Work Students**

The expectations of a professional education program with a commitment to service to individuals, groups, families, organizations, communities, and society places additional demands on students. The BA program is accredited by the CSWE, and that ensures students’ education meets national standards for professional social work practice. Students are responsible for pursuing excellence in their social work practice. Listed below are some of the roles and responsibilities of undergraduate students.

1. Students, as adult learners, will benefit from an attitude that values opportunities to explore new ideas, new concepts, and the acquisition of new skills.
2. Attendance and timeliness is required in all Social Work courses. Excessive absences and/or lateness – whether excused or unexcused – is likely to result in non-passing course grades and/or delays in graduation.
3. Basic skills in technology are necessary for completion of the Social Work program, as well as other course requirements at CSU, Chico. See university catalog for details.
4. Students are expected to be familiar with the NASW Code of Ethics and will be held accountable for adhering to its tenets in both their educational and professional roles.
5. Students must maintain a 2.0 GPA in the major and overall and not earn below a C- in any course required in the major, except in the methods courses – SWRK 330, 435, and 445 – which must be passed with a C or better.
6. It is important that students develop and maintain the habit of reading the most current professional journals and generally stay abreast of current and relevant social work issues. Membership and participation in NASW is highly encouraged.
7. Familiarity with and regular use of the library is an essential habit. Ms. Jodi Shepherd, the Social Work Liaison, is an invaluable resource. You may contact Jodi at: jshepherd@csuchico.edu or 898-5499. Other resources include the Butte County Library and local social service agencies.
8. Writing papers is a major component of most social work courses. Students will be given numerous writing assignments designed to enhance their ability to analyze and synthesize concepts in preparation for the rigors of social work practice. Students are expected to select topics that challenge their abilities. Plagiarizing or purchasing papers is strictly forbidden and in violation of university regulations. Students will be held accountable for observing the University Policies stated in the University Catalog (p. 45 or online at: [http://www.csuchico.edu/catalog/cat05/8EndMaterials/02UniversityPolicies.html](http://www.csuchico.edu/catalog/cat05/8EndMaterials/02UniversityPolicies.html)). Writing assistance is available through the School by registering for SWRK 310: Writing for the Social Work Profession or from The Writing Center, Taylor Hall, Room 203, 898-5042 or [http://www.csuchico.edu/slc/wresources.shtml](http://www.csuchico.edu/slc/wresources.shtml). Contact the Social Work office for information on registering for the Writing for the Social Work Profession course. The School of Social Work has adopted the American Psychological Association Reference style (APA), and students are required...
to be familiar with and use this format in writing their papers. Papers will be written in gender-neutral language.

9. All students are members of the Student Association of Social Workers (SASW) and are encouraged to participate in this organization. SASW is an officially recognized campus organization, eligible for resources from Associated Students, including the use of facilities and funding for events and activities. All students with declared social work majors are automatically members of the SASW. Each academic year, students elect officers, schedule ongoing meeting times, and invite a faculty member to serve as an advisor. For further information contact Desiree Myers, President, SASW AY 2010-2011: djayne@mail.csuchico.edu

10. Students are encouraged to participate fully in course and teaching evaluations. The School of Social Work and individual professors appreciate the time and thoughtfulness that students take to make these evaluations meaningful. When appropriate and feasible, the feedback is incorporated into future classroom teaching.

11. Advising is mandatory. Students will consult their advisor to understand degree requirements and timelines, to select courses, to discuss difficulties and concerns, and to discuss career and professional development and goals. The BSW Director serves as advisor for all new Social Work majors until individuals are assigned advisors after being accepted into the Professional Sequence.

12. It is incumbent upon students to be aware of the Policy on Nondiscrimination and Affirmative Action in Employment and Education, the Policy on Sexual Harassment, the Guidelines for Faculty/Student Relationships, the Nondiscrimination Policy Regarding Individuals with Disabilities, the Commitment to Vietnam Era Veterans and Veterans with Disabilities, the Code of Student Rights and Responsibilities, the Policy on Use of Computing and Communication Technology, the Zero Tolerance Policy on Workplace Violence, the Campus Policy on Alcoholic Beverage and Controlled Substance Abuse, and the CSU, Chico Grievance Procedure found in the Student Handbook. These are found in this Handbook or on the web at http://www.csuchico.edu/pers then click on Policies & Procedures.

13. Communication is essential for a successful undergraduate experience. The School of Social Work will provide students with a student handbook (on-line), a field education handbook, and maintain a school website. Students are encouraged to meet and share ideas or concerns with any of the faculty or administration at any time. Communication should follow ethical guidelines according to the NASW Code of Ethics.

14. Students who receive funding from a stipend program are not eligible for any other stipend programs until the first stipend has been fulfilled or repaid.

Academic Regulations for BSW Students

**Electives Requirement**

To complete the total units required for the bachelor’s degree, select additional elective courses from the total University offerings. You should consult with your major advisor regarding the selection of courses that will provide breadth to your university experience and apply to a supportive second major or minor. For the three unit Social Work elective, you are expected to take one of our three Social Work electives. These include SWRK 320 (Child Welfare) offered both Fall and Spring semesters, SWRK 481 (Law and Disadvantaged Persons) is offered live only during the Fall semester, and SWRK 474 (Policy and Programs for Older Adults) is offered only online in the Spring semester. All Social Work majors must complete one of the three electives prior to completion of degree requirements.

**A CAUTIONARY NOTE:** The University allows students to take 15 units of internship (practicum) towards their degree. Internships/practicum are numbered 89, 189, 289, 389, and 489 and are offered by many disciplines. In this major, students are required to enroll in 10 units of practicum. Students can enroll in more than 15 units of an internship, but only 15 units will count toward the 120 units needed for a BA degree.
Grading Requirement
All courses taken to fulfill major course requirements must be taken for a letter grade, except those courses specified by the department as Credit/No Credit grading only.

By policy, students receiving less than a grade of C- in the Social Work Core and Professional Sequence courses or a C in the methods courses (SWRK 325, 435, and 445), cannot progress in the program. Because the Social Work sequence is designed for more advanced courses to build on competencies developed in earlier courses, it is essential for students to master course content prior to moving ahead. Progression in the Professional Sequence also depends on maintaining a cumulative and a Chico State GPA of 2.0 and completing all prior and current required classes. Please note that if you are interested in earning an MSW after completion of the BSW program, grading requirements may be different. Consult with the MSW Director for the program you are interested in applying to for specific minimum required grades in select courses.

Advising Requirement
Advising is mandatory for all majors in this degree program. Consult your undergraduate advisor for specific information. The BSW Director serves as advisor to all new students and potential students. Social Work majors are assigned to individual advisors in the Fall semester of the junior year after acceptance into the Professional Sequence.

Honors in the Major
“Honors in the Major” is a program for advanced, independent work in your major. It involves 6 units of coursework completed over two semesters. Your Honors work will be recognized at your graduation, on your permanent transcripts, and on your diploma. It is often accompanied by letters of commendation from your mentor in the School or the BSW Program Director. Most importantly, Honors in the major permits you to work in an area of interest to you on an original research project. The year-long collaboration allows you to work in your field at a professional level and culminates in a public presentation of your work. Students sometimes take their projects beyond the University and submit to professional journals and/or present at conferences; such experience is valuable for graduate school and later professional life.

Some common features of Honors in the Major program are:
1. Must take 6 units of Honors in the Major course work. At least 3 of these 6 units are independent study (499H) as specified by the School of Social Work. Each class must be completed with a minimum grade of B.
2. Must have completed 9 units of upper-division course work or 21 overall units in the major before being admitted to Honors in the Major. Check the requirements carefully, as there may be specific courses that must be included in these units.
3. Cumulative GPA should be at least 3.5 or within the top 5 percent of majors in the department.
4. GPA in the major should be at least 3.5 or within the top 5 percent of majors in the School.
5. Students apply for or are invited to participate in Honors in the Major during the second semester of their junior year. The 6 units of course work are completed over the two semesters of the senior year.
6. Honors work culminates with a public presentation of the Honors project as well as a final paper.

While Honors in the Major is part of the Honors Program, each department or school administers its own program. Please contact your major advisor for further information. The Honors in Social Work program is
offered by faculty permission and open only to seniors who meet the above requirements. The Honors in Social Work program is subject to availability of faculty and university resources.

**Gerontology Program**
CSUC offers a Certificate in Gerontology at the baccalaureate level. To earn a Certificate in Gerontology, a student must be accepted for university admission and complete required course work. An overall grade point average of 2.5 is required for the certificate. For information on course requirements, see: http://www.csuchico.edu/catalog/cat03/programs/hcsv/
The CSU Online Gerontology Consortium is a multi-campus statewide consortium founded in 2001, as a means to develop and offer online gerontology courses to students admitted to one member institution who wish to study at other member institutions via internet-based courses. Students enrolled in 12+ units on any CSU campus may take courses at other CSU campuses through concurrent enrollment. Thus, a student at CSUC may take a course listed by the CSUC Gerontology Consortium at CSU East Bay and receive credit toward their Certificate in Gerontology at CSUC. For information, see: http://www.csugerontology.org/.

For information on the Certificate in Gerontology, contact Dr. Armeda Ferrini, Interdisciplinary Gerontology Program Coordinator, at: aferrini@csuchico.edu or 530.898.6662.

**BASW Title IV-E Stipend Program**
In 2003-2004 work began to develop a BASW program to meet the needs of county employees and undergraduates seeking to begin a career in child welfare services. In fall 2004, the first cohort of the BASW program began.

- The IV-E stipends provide support of $15,000 per year for students in the Full-time BASW Program in their senior year.
- Senior year field placements must be in California County Child Welfare Agencies or California Department of Social Services.
- Students sign a contract agreeing to pay back this award by securing employment in a California County Department of Child Welfare Services within six months of graduation. They must work two years to pay back the full-time stipend, and part-time stipend.
- The part-time BASW program provides tuition, fees and costs or required books (up to $8250.00), mileage and parking up to $10.00 per day.
- Students who are DSS/CDSS or CSW employees on educational leave must return to work in their home county upon graduation.

**Qualifications**
Students must be enrolled in the California State University, Chico School of Social Work and apply for the stipend in their junior year. Students are required to graduate by May of their Senior Year.

**Awards Process**
The application process occurs each spring. A written application is required that will be available on the IV-E webpage. An awards committee, made up of representatives of the CSU, School of Social Work and representatives of public child welfare agencies, will review all applications and finalize selection of candidates to whom the award will be offered.
School of Social Work Policies

Cultural Diversity
As stated in the National Association of Social Workers Code of Ethics and consistent with the California State University, Chico’s Policy on Nondiscrimination and Affirmative Action in Employment and Education, we the faculty, staff, and students of the School of Social Work

1. Advocate for the elimination of any form of discrimination on the basis of race, color, gender, sexual orientation, age, religion, national origin, martial status, political belief, mental or physical limitation, or socioeconomic status.
2. Are committed to teach, encourage, and promote an appreciation for and understanding of diversity in the School of Social Work, California State University, Chico, our professions, and our communities.
3. Affirm the value of soliciting, incorporating, and respecting diversity into all aspects of our educational experiences, our profession, and our personal lives as one way to enrich our total life experience individually and collectively as members of a diverse world community.

Statement on Legal Charge of or Conviction of a Misdemeanor or Felony
Students considering a degree in social work that have been charged with or convicted of a misdemeanor or felony should be aware of the following:

1. As social workers, we believe that people who have committed criminal acts in the past can change, rehabilitate themselves, and become useful, productive and law abiding citizens or society and, by extension, well-qualified professional social workers. However, we also understand the need for agencies to protect their clients and their reputations by thoroughly investigating the criminal records of student interns and potential employees.
2. As policy, some agencies are mandated by law to require a criminal background check on all employees, interns, and volunteers.
3. The fact that persons have been convicted of a misdemeanor or felony will not preclude their acceptance or entry into a program offered by the School of Social Work. However, admission to a School of Social Work program does not guarantee graduation or acceptance by an agency for field practicum.
4. Some state licensure laws for social workers ask whether the applicant has been charged with or convicted of a misdemeanor or a felony prior to allowing the applicant to sit for the licensure examination. The California Board of Behavioral Sciences (BBS) requires applicants to report all misdemeanor and felony convictions on their application for the Licensed Clinical Social Work (LCSW) license and requires “a complete explanation of the underlying circumstances, sufficient rehabilitation evidence, and a certified copy of the court documents”. In addition, the BBS conducts a criminal background check with the U.S. Department of Justice and the FBI that includes a fingerprint analysis on all LCSW applicants. (See the BBS website for more details: http://www.bbs.ca.gov/)

The school strongly recommends that applicants/students in this situation consult with their advisor, the BSW Director, and the Director of Field Education.
Standards of Professional Conduct and Termination from the BSW Program

Professional Conduct
The social work degree signifies readiness to begin professional work in areas requiring trust and high ethical standards. Students are expected to meet the ethical and professional standards set by the profession and the agencies providing field placements. Should it be determined that students do not meet such standards, they can be terminated from the BSW Program.

Standards for Students’ Academic and Professional Performance
Expectations for students’ performances and conduct are included in the following documents: the National Association of Social Workers (NASW) Code of Ethics; the BSW Field Education Handbook; this Handbook; the University Catalog; and the CSU, Chico Code of Student Rights and Responsibilities (Executive Memorandum 96-38, July 8, 1996).

1. The National Association of Social Workers’ Code of Ethics is included in the BSW Field Education Handbook and this student handbook
2. The BSW Field Education Handbook outlines the field education program’s methods for dealing with academic and professional performance problems (pp. 27-32).
3. The statement regarding professional standards and disqualification can be found in this handbook and in the 2007-2009 University Catalog on page 593.
4. An excerpt from the CSU, Chico Code of Student Rights and Responsibilities (Executive Memorandum 96-38, July 8, 1996) is included in the Appendix of this Handbook.
5. The University Policies provide a statement regarding academic honesty which can be found in the Appendix of this Handbook or on page 621 of the 2009-2010 University Catalog.

Students in the program must maintain:
1. A cumulative GPA of at least a 2.0 or evidence of improvement over two semesters if less than 2.0.
2. A minimum grade of C- in all prerequisite and Social Work Core courses except for the social work methods courses (SWRK 325, 435, and 445) which must be passed with a C or better grade.
3. Regular attendance in all required social work courses. Excessive absences and/or tardiness whether excused or unexcused is likely to result in non-passing grades and/or delays in graduation. Please see NASW Code of Ethics regarding personal impairments and professional competency.

Students are expected to attend all class meetings and to arrive on time. This is a professional program and student involvement in all classes is essential to gain knowledge and skills for competent practice. Absences from more than two classes or chronic lateness, whether “excused” or “unexcused,” may result in a lowered course grade or, in extreme instances, in failing the course. Students who must miss class should call or email the instructor before class begins.

Any student majoring in social work who is absent from scheduled class sessions 10% or more of the time for any reason will meet with the instructor and be referred to the BSW Director for consultation and discussion.

15 weeks of class:
MWF  =  45 classes  10%  =  4.5 classes
TTh  =  30 classes  10%  =  3.0 classes

Absences Policy for Online Courses
If a student does not log on to WebCT Vista during the first two weeks of the semester she/he will be automatically dropped from the course. Students are expected to log on to WebCT Vista Course Modules in session and participate in weekly assignments, including discussion postings, quizzes, papers, and activities. Absence from course participation in WebCT Vista, whether “excused” or “unexcused,” may result in a lowered course grade. If a student misses one week, there will be no grade reduction. For each week over one week, she/he will receive a half grade reduction from the overall course grade.
Any student majoring in social work who is absent from scheduled class modules 10% or more of the time for any reason will meet with the instructor and be referred to the BSW Director for consultation and discussion.
Policies and Procedures for Addressing Students’ Academic Concerns

The policies and procedures for addressing students’ academic performance concerns, including termination of a student’s enrollment in the social work program, involve use of one or more of the following mechanisms: 1) Informal Review; 2) Student Review Committee; 3) Field Review Committee; 4) University policy for addressing graduate students’ academic performance problems; and 5) the CSU, Chico Office of Student Judicial Affairs.

Informal Review of Academic Performance

The School of Social Work reviews student progress throughout the academic year. The Informal Review is initiated when any faculty member, adviser, or field instructor expresses concern regarding a student’s academic performance.

The initiating party meets with the student and communicates the specific nature of the concern. Whenever possible, documentation regarding the concern should be provided. If the concern is resolved to the satisfaction of all parties involved, no further action is necessary.

If the issue does not involve field and remains unresolved, the faculty member refers the matter to the student’s adviser who, by ten instructional days, meets with the student to attempt a resolution. It is the adviser’s responsibility to acquire relevant information regarding the matter by reviewing the student’s record and consulting other personnel who have contact with the student. The adviser summarizes information from the review of records and contacts and meets with the student, serving as a resource for the student and not as a mediator with other parties. The action plan developed by the adviser and the student to resolve the concern is placed in the student’s file in the School Office. If the concern is resolved at this level, no further action is necessary.

If the issue of concern for the student’s academic performance remains unresolved, the adviser contacts the BSW Program Director to determine if the matter should be referred to the Student Review Committee. If this is determined to be the case, the adviser refers the matter to the Student Review Committee by five instructional days and at the same time, communicates this action to the student and other parties involved.

If the issue remains unresolved, the student may request advice and guidance from Student Judicial Affairs. Procedures are discussed below. Please note that unresolved field practicum issues are referred to the Director of Field Education for further investigation and/or action.

Field Review Committee

Evaluation of the student’s academic and professional behavior in the placement is viewed as a process jointly undertaken by the student, the agency field instructor, and the Field Liaison. The purpose of evaluation is to provide ongoing feedback and to determine if the student has met the course learning objectives and adhered to the agency’s personnel practices, policies and procedures, as well as the profession’s code of ethics. If a student is not meeting the minimum expectations, a contract should be developed to help the student improve her/his performance. The following steps should be taken to resolve any academic performance problems in the field placement:

a. The field instructor will address her/his concerns with the student first, clarifying the problem area or issue and identifying possible strategies for improving the situation. Either the student or the field instructor may request the Field Liaison to be present for this discussion. The Field Liaison will be informed of the concerns by the field instructor and made aware of the plan to resolve these concerns and the time frame in which the concerns will be addressed. It is recommended that this initial time frame be no longer than two weeks. The student will provide the field liaison with a written remediation plan, signed by both the student and field instructor.
b. If the concerns are resolved in the designated time frame the student will remain in the placement. If the concerns are not resolved, the field instructor will request a meeting with the student and field liaison to develop a formal Performance Contract (see appendix for form). The Performance Contract will include a clear statement of the concern(s), remediation steps, expectations for change, a clearly defined evaluation process, and a time frame for remediation. The Performance Contract will be signed by the three parties and a copy provided to the student, field instructor, Field Liaison and the Director of Field Education. The field liaison will closely monitor the student’s progress.

c. If the time frame for the Performance Contract expires but the student has followed through with the remediation plan and is making satisfactory progress the field instructor in consultation with the student and faculty liaison can agree to extend the time frame of the contract. An extension of the contract may also warrant the student completing additional hours in fieldwork to fulfill the terms of the contract. If the extension of the contract requires the student to complete field hours beyond the grading period the student will receive a grade of “report in progress” until the contract is complete. Any and all extensions should be noted in writing on the Performance Contract and initialed by all three parties. The Director of Field Education will also be notified about any extensions.

d. If a student does not show satisfactory progress under the performance contract or does not follow the contract time frame, the student will be terminated from the placement and a grade of "No Credit (NC)" will be assigned for fieldwork. A grade of NC in fieldwork means the student may potentially be terminated from the BSW program. The Director of Field Education will be notified when a student fails her/his field placement and a Field Review Committee will be convened. This committee will be comprised of the Field Liaison, the agency field instructor, the Director of Field Education, the student’s practice faculty, the student’s academic adviser, the student, and an advocate for the student (should he/she wish to have one present). The Director of Field Education will act as chair and recorder for the meeting. The committee will meet within two weeks of the termination date to present the differing perspectives. Within one week of the meeting, the Director of Field Education, the field liaison, and the student’s academic adviser will make a written recommendation to the BSW Program Director (with copies to all members of the review committee) if the student is to be terminated from the BSW program. If the student is to be placed on a remediation plan, they will forward a copy of the plan to the BSW Program Director.

e. If reassignment to another field agency occurs, the Director of Field Education will move the student and the new Field Instructor will be informed of the circumstances necessitating the move and the performance issues. The Performance Contract will remain in force and the student will be expected to complete additional hours of fieldwork in order to accommodate the necessary orientation and integration to the new agency setting, and provide a base for evaluating the student’s performance. A reassignment may be delayed until the following semester if it is deemed more appropriate by the Director of Field Education.

f. If the student rejects the Field Review Committee’s decision, she/he can appeal to the BSW Program Director.

g. If the student rejects the BSW Program Director’s decision, she/he can appeal to the Director of the School of Social Work.

h. If the student rejects the Director’s decision, she/he can appeal to the Dean of the College of Behavioral and Social Sciences.

i. If the student rejects the Dean’s decision, she/he can appeal the decision to the Office of Student Judicial Affairs. At any point in the process a student may contact Student Judicial Affairs for assistance. The above steps must be taken to resolve any placement issue in addition to any steps taken by Student Judicial Affairs.
A student may be removed from a practicum placement for the following reasons:

a. Failure to maintain confidentiality
b. Failure to abide by the NASW Code of Ethics
c. An attempt to harm someone else
d. An attempt to harm oneself
e. Repeated tardiness at the agency and/or tardiness without notification
f. Repeated absences from the agency and/or absence without notification
g. Repeated change in scheduled field hours without approval
h. Inappropriate or illegal behavior during or outside of the practicum
i. Below average performance as documented in formal written evaluation
j. Failure to perform and complete assigned tasks in a timely manner
k. Violation of the NASW Code of Ethics

**Office of Student Judicial Affairs**

Students wanting assistance in responding to a negative evaluation of their performance, dismissal, being placed on administrative probation, or believe the School of Social Work faculty, staff, or administration have violated their rights, they may enlist assistance from the Office of Student Judicial Affairs at any point in the process. The formal grievance process with Judicial Affairs may be initiated only after all informal attempts to resolve the problem have been made and found unsatisfactory in reaching a solution. The student must file a request for a formal hearing with the Coordinator of Judicial Affairs within thirty instructional days after the problem has come to the student’s attention.

**The Student Review Committee Policies and Procedures for Addressing Students Academic and Professional Performance Concerns that Impact Student Success**

The Student Review Committee is a standing committee of three faculty members appointed by the Director of the School with the committee chair elected from its membership. Its purpose is to review students experiencing performance concerns that interfere with their ability to function successfully in the program. In cases where the Informal Review process and/or the Field Review Committee do not resolve the problem, the Student Review Committee is the primary mechanism for resolution of the matter.

Some examples of concerns warranting possible referral of a student to the Student Review Committee include:

a. Student engages in behavior that is disrespectful of other students, instructors, practicum personnel and that disrupts the classroom, office or practicum, alienates self from others related to the program, results in repeated complaints and requires undue time from faculty, staff or practicum personnel.

b. Student displays attitudinal or unethical behaviors that question the student's fitness for the profession of social work.

c. Student displays attitudes or behaviors inconsistent with the values and ethics of the social work profession.

d. Student acts out unresolved personal issues the affect classroom behavior and/or relationships with colleagues, faculty or staff.

e. Student engages in behavior in or outside the classroom that is illegal, indicates a substance abuse problem, or interferes with the student’s ability to function in the program or with colleagues.

f. Student is placed on academic probation.

**Procedures of the Student Review Committee**

a. A faculty member, BSW Program Director, or Director of the School of Social Work makes a written request to the Chair of the Student Review Committee, specifying the student's performance that initiated the need for review and the corrective action taken to date.

b. The Chair of the Student Review Committee forwards the request and supporting materials to the committee members, informing them that the committee will meet within one week to review the request. If the committee determines the request is legitimate, the student must be given written notification five instructional days before the review date. The student, student’s adviser, BSW Program
Director, Director of the School, and representative from CSU, Chico Student Judicial Affairs are notified in writing of the date, time and place of the review, and the alleged nature of the deficiencies in performance or conduct under review. Note: The CSU, Chico email is the official means of communication and notification.

c. At the discretion of the committee, the person requesting the review may be present during the Student Review Committee review.

d. The student has the right to present material on her/his behalf that challenges the allegations, including asking others to address the Student Review Committee on her/his behalf. The advocate may be a student or any other advocate save a licensed attorney.

e. The student has the right to question anyone participating in the proceedings.

f. The person initiating the request may make a written request to the Committee Chair to cancel or discontinue the review process. If such a request is received, the Chair polls the members in a timely manner as to the appropriateness of the request.

g. The procedures for Student Review Committee meeting include the following:
   - Call to order.
   - Designate a committee member to record the minutes of the meeting.
   - Record the attendees and their role in the proceeding (committee member, student, other faculty, and student’s invitees).
   - Identification of the matter for discussion.
   - Description of the known facts regarding the issue by a designated committee member.
   - The student’s comments, explanations, challenges, evidence (if applicable).
   - Comments of other attendees.
   - Discussion with the goal of reaching concurrence on the nature of the difficulty and possible solutions including, possibly, dismissal from the School of Social Work.
   - Inform the student of the recommendation to be made to the Director.
   - Notification to student of date and location a copy of the minutes may be obtained along with an explanation that amendments must be made within six weeks.
   - Adjournment.

h. The designated Student Review Committee member records the proceedings and arranges for faculty attendees to receive copies. It is the student’s responsibility to obtain a copy, if desired, per earlier instructions. In addition, the secretary prepares a written recommendation of the committee’s recommendation to the BSW Program Director. A copy of the report is kept in the student’s records within the department.

i. The BSW Program Director makes a determination of the action to be taken, if any, and notifies the student by registered letter. Any action will be carried out by the BSW Program Director and, possibly, other interested parties in accordance with the terms of the decision.

j. If the student agrees with this determination of action, the BSW Program Director’s recommendation is followed. If the student would like to appeal this decision, a rebuttal is sent to the Director of the School of Social Work. The Director of the School of Social Work will review all the documents and will make a determination of action, and notify the student by registered mail.
**Student Association of Social Workers**

SASW, the Student Association of Social Workers, is an official campus organization for social work students. Participation in the SASW provides opportunities for those interested in volunteer activities on campus and in the community in a variety of settings to develop and strengthen the skills that will make them *better social workers*. And as you will hear from any graduate school or employer, hands-on experience above and beyond your field experience is a valuable asset!

The mission of the Student Association of Social Workers includes the following objectives:
- To act as activists for social change in our community at CSU, Chico and our surrounding communities;
- To advocate for student educational concerns and issues;
- To be group facilitators for projects, volunteer opportunities, and related educational experiences;
- To promote professional identity as a social worker;
- To provide public speakers on issues of interest and concern; and
- To foster a sense of community within the School of Social Work to include students and faculty.

The bulletin boards outside of the Social Work Office (Butte 511) will have information about SASW activities, meeting agendas and minutes, a calendar of events, etc. The SASW also has a mailbox located in Butte 511. Those interested in more information on the SASW should contact one of the members or leave a message in the organization’s mailbox. Each Spring, meetings are scheduled to elect student officers and select a faculty advisor. Those interested in SASW should contact the BSW Director for more information.

**Other Opportunities and Resources**

**Participation on School of Social Work Committees**

In addition to participation through the SASW, there are several standing committees that allow student representation.

The **Assessment Committee** is charged with developing and regularly monitoring the policies and procedures for assessing the BSW and MSW curricula and their respective courses and student outcomes.

The **Curriculum Committees** of the BSW and MSW programs develop, monitor, and review all matters of their respective curricula. These committees review the curricula in relation to CSWE Accreditation Standards, CSU, Chico standards, and the objectives of the School of Social Work, the College of Behavioral and Social Sciences, and the needs of its constituents.

The **Field Education Advisory Committee** advises the Director of Field Education on the practicum component of the major regarding course curriculum content, seminars for agency field instructors, SSWAB membership, and revision of the SSWAB Constitution and Bylaws.

The **School of Social Work Advisory Board** (SSWAB) is a vehicle for community involvement in the School of Social Work. It is an opportunity for members of community organizations to discuss and give input on issues such as course curriculum content, seminars for agency field instructors, SSWAB membership, and revision of the SSWAB Constitution and Bylaws.

The **School of Social Work Student Advisory Board** advises the Director of the School of Social Work on program issues, school mission and vision, community networking, accreditation and assessment. This committee consists of BSW and MSW students who volunteer their time each year. This committee meets 1-2 times each semester.
Medical Care
An on-campus Student Health Center provides medical services to students in case of illness or accident. Students may also take advantage of the student health and accident policy at a special rate. Information and applications for the student policy may be obtained by calling the Student Health Center at 530.898.5241.

National Association of Social Workers
The National Association of Social Workers (NASW), established in 1955, is the pre-eminent professional organization, and currently has more than 140,000 members nationwide. We encourage student membership in NASW. As a student, your fee is greatly reduced, and this rate continues for one year after graduation. As a member, you will receive the national and state newsletters that publish job vacancies and articles on contemporary issues and concerns. You also would receive Social Work, a scholarly and professional journal. Many students also attend NASW state and/or national conferences for learning and networking.
Social Work Course Offerings

All social work majors, in consultation with their major advisor, must take a 3-unit social work elective prior to the completion of the program.

Please see the section on “Course Description Symbols and Terms” in the University Catalog for an explanation of course description terminology and symbols, the course numbering system, and course credit units. All courses are lecture and discussion and employ letter grading unless otherwise stated. Some prerequisites may be waived with permission of the BSW Director. All syllabi are available on WebCT Vista; students are responsible for printing their own copies.

SWRK 170  Social Welfare Institutions: A Response to Power & Scarcity  3.0  Fa/Sp  Online Option
This course identifies groups within American society which have a high risk of disenfranchisement. Societal responses established to reduce the impact of inequitable distribution of goods, services, and opportunities based on economic, medical, educational, generational, gender, and legal scarcity are studied. Issues are examined from historical and contemporary perspectives. Course assignments include 10 hours of required “service learning” – usually a weekend “state trip” arranged through CAVE. This is an approved General Education course.

SWRK 189  Practicum with Older Adults  1-2.0  Fa/Sp
This course is a practicum experience offered for 1.0 to 2.0 units. Students have the option of working weekly in a convalescent home or being matched with an older adult. This course is applicable to all disciplines dealing with senior adults. Sign up at the CAVE office. May be repeated for credit. Credit/No Credit grading only.

SWRK 200  Multicultural Awareness for the Human Services  3.0  Fall
No prerequisites or co-requisites for non-majors; co-requisite: SWRK 302 for majors. Online option
This course presents a framework for understanding and openly interacting with people from diverse backgrounds that compose the rich mosaic of the United States. The class is designed to promote ethnic-sensitive interpersonal relationships. Diverse people studied are distinguished by issues of race, ethnicity, class, gender, sexual orientation, disability, religion, spirituality, generation, and national origin. Historical and cultural experiences shaping their lives and current reality are examined. The overall goal is for students to develop high regard for the worth and dignity of all people. This is an approved Ethnic Studies course.

SWRK 302  Human Behavior Across the Lifespan  3.0  Fall
No prerequisites or co-requisites for non-majors; co-requisite: SWRK 200 for majors. Online option
Using a systems framework and selected human behavior theories across the lifespan, the biological, social, psychological, and cultural influences on individuals, families, and groups are investigated. Particular emphasis is given to ethnic and cultural diversity and promoting student self-reflection across generations, and cultural competence. This is an approved General Education course.

SWRK 303  Human Behavior and the Social Environment  3.0  Spring
Co-requisites: SWRK 305, 325, and 330. Majors only. Online option
Second of two human behavior and social environment theory courses relevant to social work practice. While SWRK 302 focuses on individuals and families across the lifespan from diverse backgrounds, SWRK 303 studies groups, organizations, institutions, and communities as social systems. Examines the reciprocal interactions between these larger social systems and diverse individuals and families.
SWRK 305  Community and Organizational Change  3.0  Spring
Co-requisites SWRK 303, 325, and 330. Majors only.
The course provides students with a foundation in community-based change strategies. Students explore how individuals affect communities, how communities affect individuals and how social workers can become involved to create social change in conjunction with community members.

SWRK 320  Child Welfare  (SWRK ELECTIVE)  3.0  Fa/Sp
Acquaints students with the relevant history and concepts of child welfare. Examines abuse, neglect, molestation, prostitution, pornography, day care, teen pregnancies, foster care, intergenerational issues, and adoptions. Focuses on the application of generalist social work knowledge, values, and skills, and the problem-solving process to child welfare practices.

SWRK 325  Basic Skills in SWRK Practice  3.0  Spring
Co-requisites: SWRK 303, 305, and 330. Majors only.
Introduces students to the application of social work ethics and skills for social work practice. Includes the ecological-systems framework, strengths perspective, and differential application of practice knowledge related to the needs of various groups characterized by gender, race, ethnicity, culture, generation, sexual orientation, class, and ability. Students learn basic interviewing and communication skills.

SWRK 330  Social Work Research Methods  4.0  Spring
Co-requisites: SWRK 303, 305, and 325.
An introduction to the logic and styles of social work research. Particular attention is given to the nature of the scientific method, the methods of formulating research problems, the design of social research, character of scientific evidence, and program evaluation techniques. Weekly computer lab to further explore material introduced in lecture.

SWRK 398  Special Topics  1-3.0  Fa/Sp
This course is for special topics offered as 398A-C for 1.0-3.0 units respectively. Topics will vary from term to term and be different for different sections. See The Class Schedule for specific topic being offered. This course may NOT be taken as a substitute for one of the three Social Work electives.

SWRK 399  Special Problems  1-3.0  Fa/Sp
This course is an independent study of special problems and is offered as 399A-C for 1.0-3.0 units respectively. You must register directly with a supervising faculty member. Credit/No Credit grading only. This course may NOT be taken as a substitute for one of the three Social Work electives.

SWRK 435  Social Work Methods I  3.0  Fall
Prerequisites: Successful completion of ENGL 001 (or its equivalent). Co-requisites: SWRK 485, 489A, and 490A. Majors only.
Explores the dimensions of social work practice from a systems perspective: engagement, data collection, assessment, and planning. Students develop skills in building partnerships with clients, group leadership, culturally competent relationship building, problem/need partializing and prioritizing, goal setting, and collaborative planning. Values, ethics and ethical decision-making are strengthened in the areas of engagement and assessment. Students apply knowledge of social systems, human development across the lifespan, and diversity in assessing and planning with individuals, families, groups, organizations, and communities. This is a writing proficiency, WP, course; a grade of C- or better certifies WP for majors.

SWRK 445  Social Work Methods II  3.0  Spring
Co-requisites: SWRK 489B and 490B. Majors only.
Builds on Methods I in the areas of intervention, evaluation, and closure. Students enhance their skills in maintaining partnerships with clients, group facilitation, culturally competent change strategies, clarity of role, collaboration, evaluation of practice, and closure. Values, ethics and ethical decision-making are applied to intervention and evaluation. Students apply knowledge of social systems, human development across the lifespan, and diversity in intervention and evaluation with individuals, families, groups, organizations, and
communities. This is a writing proficiency, WP, course; a grade of C- or better certifies writing proficiency for majors.

**SWRK 474  Policy and Programs for Older Adults (SWRK ELECTIVE)  3.0  Spring**
Examines major social services, legislation, programs, models of service delivery, and funding related to the needs and concerns of older adults living in the US. Barriers to service availability and delivery to older populations-at-risk, and types of advocacy efforts to promote policy change are addressed.

**SWRK 480  Law and Disadvantaged Persons (SWRK ELECTIVE)  3.0  Fall**
Explores legal issues facing the poor, older adults, disabled, and minorities, and how to advance the legal rights of the disadvantaged. Family law, consumerism, small claims court, Social Security, welfare law, and landlord/tenant rights are addressed from theoretical and practical perspectives, with an emphasis on advocating those rights.

**SWRK 485  Social Welfare Policy, Programs and Services  3.0  Fall**
*Co-requisites: SWRK 435, 489A, and 490A. Majors only.*
This course examines economic, historical, generational, political, intellectual, socio-cultural, leadership, values and ideologies and other such factors that shape social welfare policy, programs and services. The course addresses various frameworks for studying social welfare policy, and examines the roles of policy-makers, processes of social change, and the roles of social workers as facilitators of positive social change.

**SWRK 489A  Social Work Practicum I  5.0  Fall**
*Co-requisites: SWRK 435, 485, and 490A. Majors only.*
Students are placed in an approved social service agency and under the supervision of a qualified field instructor, engage in generalist social work practice with multi-level client systems. The approved agency may be public, non-profit, or proprietary. The Director of Field Education facilitates student placement. 240 hours in the practicum are required. Credit/No Credit grading only.

**SWRK 489B  Social Work Practicum II  5.0  Spring**
*Co-requisites: SWRK 445 and 490B. Majors only.*
This course is a continuation of SWRK 489A. Interns remain in the same agency with the same field instructor to further develop their ethical foundation, skills, knowledge, and understanding of self in the delivery of social services with multi-level client systems. 240 hours in the practicum are required. Credit/No Credit grading only.

**SWRK 490A  Seminar for Practicum I  1.0  Fall**
*Co-requisites: SWRK 435, 485, and 489A. Majors only.*
Discussion and learning processes designed to facilitate integration of previous and ongoing learning with the realities of practice and consolidation of personal growth as a social worker.

**SWRK 490B  Seminar for Practicum II  1.0  Spring**
*Co-requisites: SWRK 445 and 489B. Majors only.*
Discussion and learning processes designed to facilitate integration of previous and ongoing learning with realities of practice and consolidation of personal growth as a social worker.

**SWRK 498  Special Topics  1-3.0  Fa/Sp**
This course is for special topics offered for 1.0-3.0 units. Topics will vary from term to term and be different for different sections. See The Class Schedule for the specific topic being offered.
Standards for Syllabi

These standards have been developed by the social work faculty for social work curriculum.

COURSE LEARNING ENVIRONMENT

A. Students with Disabilities or Physical Limitations
   It is the responsibility of students with a disability or physical limitation to initiate requests for services and accommodations at Disability Support Services, University Center, 530.898.5959 v/t, 530.898.4411 fax, email: dss@csuchico.edu. Students with a disability are encouraged, but no obligated, to register with DSS. After reviewing the student’s records, the DSS advisor will determine eligibility and consult with the instructor to facilitate access.

   If you need assistance in evacuating the building during a fire or other emergency please inform the instructor immediately so that arrangements can be made for your safety.

B. Attendance
   Students are expected to attend all class meetings and to arrive on time. This is a professional program and student involvement in all classes is essential to gain knowledge and skills for competent practice. Absences from classes or chronic lateness, whether "excused" or "unexcused," may result in a lowered course grade or, in extreme instances, in failing the course. Students who must miss class should call or email the instructor before class begins.

   Absences Policy for Online Courses
   If a student does not log on to WebCT Vista during the first two weeks of the semester, s/he will be automatically dropped from the course. Students are expected to log on to the WebCT Vista Course Modules in session and participate in weekly assignments, including discussion postings, quizzes, papers, and activities.

C. Academic Honor and Honesty
   It is expected that all students will conduct themselves with honor and honesty regarding their academic work during the course. All academic dishonesty, including cheating, plagiarism, and misrepresentation is prohibited. Please read the university policy regarding academic misconduct located in the University Catalog and MSW Student Handbook. It includes taking information, providing information, plagiarism, misrepresentation, and other forms of academic dishonesty. Deliberate failure to properly cite another’s work is cheating.

D. Writing Standards
   All papers are to be double spaced with one-inch margins and 12-point font. After you spell check your papers, be sure to proofread again to ensure that the words you used were the ones that you desired. Watch for homonyms such as there, their, and they’re. American Psychological Association (Fifth Edition) documentation is required. You are required to use the writing guidelines as described by CSUC and professional writing standards. The use of nonexist language is expected in class discussions and written assignments.

E. Evaluation
   Students’ work will be graded on criteria for each assignment, exam, level of participation, etc. as described for the course as a whole. They are encouraged to meet with the instructor regarding any request to change a particular assignment or requirement to better meet her or his particular goals or learning needs.
Students are encouraged to meet with their instructors to provide feedback regarding relevance of course content, reading assignments, texts, evaluation methods and other learning experiences. This is the best way for students to provide feedback to the instructor for ongoing evaluation and course/curriculum improvement. Students also have the opportunity to provide feedback through the university’s formal Student Evaluation of Teaching (SET) process.

F. Grades
Grades are determined by each student’s points totals applied to the following percentages:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>94-100</td>
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<tr>
<td>A-</td>
<td>90-93</td>
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<tr>
<td>B+</td>
<td>87-89</td>
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<tr>
<td>B</td>
<td>84-86</td>
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<tr>
<td>B-</td>
<td>80-83</td>
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<tr>
<td>C+</td>
<td>77-79</td>
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<tr>
<td>C</td>
<td>74-76</td>
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<tr>
<td>C-</td>
<td>70-73</td>
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<tr>
<td>D+</td>
<td>67-69</td>
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<tr>
<td>D</td>
<td>64-66</td>
</tr>
<tr>
<td>F</td>
<td>≤ 63</td>
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</tbody>
</table>

G. Incomplete Grades
An “incomplete” is given only in rare circumstances when a student has serious and compelling reasons for not being able to complete all assignments for a given course. Prior to the end of the semester, the student must initiate a request to the instructor, indicating reasons why the work could not be completed, and present a plan for completing the missing work prior to the beginning of the following semester. The instructor will grant or deny the request. If approved, the instructor must draft a final written plan for completing the work, acquire the student’s signature on the incomplete form, and along with the instructor’s signature, submit the plan to the School Office for the student’s file.

H. Confidentiality
Learning products or discussions associated with the class will be treated as privileged; as such, they will not be shared beyond the classroom with three exceptions: 1) those discussions that indicate the likely endangerment or the compromising of the well-being of enrollees or specific persons identified as being targeted for such activity; 2) those discussions related to consultation with faculty regarding classroom conduct and student learning; and 3) those learning products that are referenced by the School of Social Work as one aspect of the instructor’s retention, tenure and promotion (RTP) process and the general education review process. Student learning products included in review processes will be modified in such a way as to safeguard the identity of the student(s) and the identity of his/her/their object of study.
California State University, Chico University Policies

The following University policies apply to all university courses including the Social Work internships. If you have any questions regarding their application, consult with the FFI, Director of Field Education, or the Director of the Social Work Program. They may also be found on the CSU, Chico website at: http://www.csuchico.edu/catalog/cat09/08EndMaterials/02UniversityPolicies.html

California State University, Chico wants you to be aware of the following policies and issues, which affect you and the quality of life in our community. Please take the time to read and consider carefully the full implication and intent of these policies. You are expected to abide by them and contribute to your own well-being and that of this University by careful attention to them.

California State University, Chico has a moral responsibility to maintain an environment that is nurturing, encourages intellectual growth, and fosters mutual respect among cultures and individuals resident on our campus.

Information on complaint and/or grievance procedures regarding the nondiscrimination policy and affirmative action policy or law is available from the Coordinator for Student Judicial Affairs (KNDL 110, 530-898-6897) or the Employee Relations Manager (KNDL 118, 530-898-4666).

Policy on Nondiscrimination and Affirmative Action in Employment and Education

California State University, Chico establishes this policy in recognition of its educational mission, its social concerns, its responsibility for the personal development of individuals, and its concern for the rights of individuals.

CSU, Chico will comply with federal and state regulations relating to affirmative action and nondiscrimination obligations. The University will provide equal opportunity in education and employment for all qualified persons; prohibit illegal discrimination based on age, race, religion, color, national origin, gender, sexual orientation, marital or veteran status, and disability; and promote the full realization of equal education and employment opportunities through a positive and continuing program of affirmative action for the University as a whole and for each constituent unit.

This policy governs all University educational and employment practices and procedures including, but not limited to, recruitment, employment, enrollment, rate of pay or other compensation, advancement, reclassification, promotion, financial aid, demotion, renewal, non-renewal, termination, dismissal, transfer, layoff, leave, training, employee benefits, grading and program access.

It will be a violation of this policy to dismiss, discharge, expel, penalize, discipline, harass, adversely alter academic grades or otherwise discriminate against any student, faculty, or staff member because he/she has opposed any discriminatory practice, filed an internal or external complaint of discrimination, or testified or assisted in any proceeding in accordance with this policy.

Responsibility and authority for the dissemination and implementation of this policy lies ultimately with the president of the University with the support of University administrators, faculty, and staff and with assistance from the Vice Provost for Human Resources. Practically, the responsibility and authority to act affirmatively to provide equality of opportunity in education and employment lies with all who are in decision-making positions within the University. Support for the University’s affirmative action policy will be considered in the annual evaluation of administrators and supervisors. The University will commit appropriate resources and create a supportive atmosphere for the implementation of this policy. (Reference: EM 99-24, June 24, 1999)

Violence and Threats of Violence Prohibited
The University has zero tolerance for and prohibits violence or threats of violence against any member of the University community.

Violent acts or threats of violence by any University employee or student are subject to disciplinary action up to and including dismissal from employment, expulsion from the University, and civil or criminal prosecution, as appropriate. Disciplinary action shall be conducted in accordance with appropriate University policies (see EM 98-09 for detailed information on this policy and the Campus Violence Prevention Program).

It is the responsibility of every administrator, faculty member, staff member, and student to take any threatening behavior or violent act seriously and report it directly to the University Police. When confronted by an imminent or actual incident of violence, or a threat of possible violence, on campus, call 9-1-1. When appropriate, the Chief of Police shall convene the Campus Violence Consultation Team.

California Whistleblower Protection Act
Employees and applications for employment alleging retaliation for having made a protected disclosure under the California Whistleblower Protection Act may contact Employee Relations at 530-898-4666 or the Vice Chancellor of Human Resources at (562) 951-4455.

Access and Academic Rights and Development
California State University, Chico is committed to achieving improved access to the educationally or economically disadvantaged and to provide academic development opportunities as an integral component of its mission.

Nondiscrimination Policy Regarding Individuals with Disabilities
California State University, Chico is committed to the full inclusion of individuals with disabilities in all educational and operational aspects of campus life. In accordance with Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, CSU, Chico adopts this policy of nondiscrimination to ensure that any person with a disability will not, on the basis of that disability, be denied access to or enjoyment of any program, service, or opportunity provided by the campus.

Employees
Through its administrative representatives, CSU, Chico will recruit, hire, train, advance, and promote individuals in all job classifications without regard to physical or psychological disability except where such disability represents an essential bona fide occupational disqualification. Administrative representatives will ensure that individuals with disabilities are provided opportunities to compete for positions in the workforce, encouraged to aspire for promotion, and considered as promotional opportunities arise. Administrative representatives will ensure that personnel actions, such as benefits, compensation, layoffs, training programs, educational assistance, and social-recreational programs, will be administered without regard to disability except where the disability represents a bona fide occupational disqualification.

As an employer, the University will make reasonable accommodations for an otherwise qualified person with a known disability unless providing such accommodations would impose an undue hardship as described by law.

Academic Programs
As an institution of higher education, the University will provide reasonable accommodations to students with disabilities in campus-sponsored academic programs, activities, and services to insure equally effective access to instructional materials and facilities. Such access will be provided unless such provision would impose an undue hardship on the University as described by law or cause a fundamental alteration of the course, program, activity, or service. Procedures for assuring access will be consistent with the fundamental rights and
responsibility of faculty to select course materials, the principles of academic freedom, and the goal of providing high quality education.

**General Public**
At University-sponsored events, CSU, Chico will provide reasonable accommodations to members of the general public with disabilities unless doing so would create an undue hardship as described by law or cause a fundamental alteration of the program, activity, or service.

**Policy Implementation**
The authority and responsibility for assuring compliance with this policy rests with the University President. General oversight has been delegated to the Office of the Vice Provost for Human Resources, which is responsible for providing information and services and for monitoring campus compliance relating to disability issues. Faculty, deans, department chairs, program directors, managers, and supervisors, in coordination with the Office of Disability Support Services and the Office of the Vice Provost for Human Resources, share responsibility for receiving, documenting, and ensuring timely response to requests for accommodations. Questions or concerns regarding this policy or accommodations for faculty and staff may be referred to the Office of the Vice Provost for Human Resources. Detailed information and assistance regarding accommodations for students may be obtained from the Office of Disabled Student Services. Information regarding accommodations for public individuals may be obtained from the Public Events Office.

It will be a violation of this policy to dismiss, discharge, expel, penalize, discipline, harass, adversely alter academic grades, or otherwise discriminate against any student, faculty, or staff member because he/she has opposed any discriminatory practice, filed an internal or external complaint of discrimination, or testified or assisted in any proceeding in accordance with this policy.

**Student Rights & Responsibilities**
Students’ rights and responsibilities are discussed in the Speech and Advocacy Guidelines and the Code of Student Rights and Responsibilities, which delineate standards and policies of mutual respect and behavior.

In appropriate conduct by students or applicants for admission is subject to discipline as provided in sections 41301 through 41304 of Title 5, California Code of Regulations. A complete reading of these sections can be found under CSU Campuses and Policies in the University Catalog. In addition, the Code of Student Rights and Responsibilities describes informal and formal opportunities for due process in the case of student discipline.

For these documents and more information, call the Coordinator for Student Judicial Affairs (KNDL 112, x6897).

**Academic Honesty**
Faculty expect students to maintain a high standard of academic integrity. If you are unclear about a specific situation, ask your instructors. They will explain what is and is not acceptable in their classes.

If a student is thought to be cheating and charges are brought, the process can result in severe consequences, ranging from failure in an individual course to long-term suspension from the University and denial of a degree.

Academic dishonesty, generally, is taking credit for work which is not your own, or attempting to receive credit or improve a grade through fraudulent or deceptive means. Examples include taking information from or providing information to another student, plagiarism, or altering a grade or record.

Consult the guide on Ethical Standards and Disciplinary Procedures for complete definitions. Copies of the Code of Student Rights and Responsibilities and answers to questions about academic honesty may be obtained in the Office of the Coordinator of Student Judicial Affairs (KNDL 112, x6897).
Student Grievance Procedures
Students who believe they are victims of unfair policies or practices at California State University, Chico can bring their concerns to the coordinator for Student Judicial Affairs (KNDL 110, x6897). The office is available to provide students the opportunity to resolve problems arising from actions taken on behalf of California State University, Chico in a fair, uniform, and orderly manner. Most student complaints can be resolved on an informal basis by the Coordinator. Should the situation be unresolvable through informal means, the student may invoke formal grievance proceedings. Formal Student Grievance Procedures are provided in EM 05-10. You may get a copy of this memorandum from the Coordinator for Student Judicial Affairs.

Privacy Rights of Students in Education Records
The federal Family Educational Rights and Privacy Act of 1974 (20 U.S.C. 1232g) and regulations adopted thereunder (34 C.F.R. 99) set out requirements designed to protect students’ privacy in their records maintained by the campus. The statute and regulations govern access to student records maintained by the campus and the release of such records. The law provides that the campus must give students access to records directly related to the student, and must also provide opportunity for a hearing to challenge such if the student claims they are inaccurate records on the grounds that they are inaccurate, misleading or otherwise inappropriate. The right to a hearing under this law does not include any right to challenge the appropriateness of a grade determined by the instructor. The law generally requires the institution to receive a student’s written consent before releasing personally identifiable data about the student. The institution has adopted a set of policies and procedures governing implementation of the statute and the regulations. Copies of these policies and procedures may be obtained by going to the Student Records & Registration Office or by logging onto http://www.ed.gov/policy/.

Among the types of information included in the campus statement of policies and procedures are: (1) the types of student records maintained and the information they contain; (2) the official responsible for maintaining each type of record; (3) the location of access lists indicating persons requesting or receiving information from the record; (4) policies for reviewing and expunging records; (5) student access rights to their records; (6) the procedures for challenging the content of student records; (7) the cost to be charged for reproducing copies of records; and (8) the right of the student to file a complaint with the Department of Education. The Department of Education has established an office and review board to investigate complaints and adjudicate violations. The designated office is:


The campus is authorized under the Act to release directory information concerning students. Directory information may include the student’s name, address, telephone listing, electronic mail address, photograph, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, part-time/full-time status, dates of attendance, class level, degrees and awards received, and the most recent previous educational agency or institution attended by the student. The above designated information is subject to release by the campus at any time, unless the campus has received prior written objection from the student specifying information the student requests not be released. Written objections should be sent to the Office of Student Records and Registration, MLIB 180.

The campus is authorized to provide access to student records to campus officials and employees who have legitimate educational interests in such access. These persons have responsibilities in the campus’s academic, administrative or service functions and who have reason for using student records associated with their campus or other related academic responsibilities. Student records may also be disclosed to other persons or organizations under certain conditions (e.g., as part of the accreditation or program evaluation; in response to a court order or subpoena; in connection with financial aid; to other institutions to which the student is transferring).

Student Persistence Information
CSU, Chico is among the highest student persistence and graduation rates in the CSU system. Specific information on persistence and graduation rates is available from the Office of Institutional Research, 530-898-5623.
Health Insurance for Students
The University recommends that you have adequate health insurance to cover the cost of medical care in Chico which is beyond the scope of the Student Health Service. If you are not covered under a health insurance plan which provides coverage in Chico (the nearest Kaiser facility is 100 miles away), we suggest you go to the Student Health Center and purchase the low-cost accident and health insurance plan, which is designed specifically for CSU, Chico students.

Immunization Requirement
The California State University requires all new students born after January 1, 1957 to present proof of measles and rubella immunizations in order to register for classes. You are required to file a Student Immunization Certification form, which summarizes your immunization record or permits you to request an exemption on specific grounds. This form is available from Student Records and Registration, MLIB 180, and, once completed, should be returned there.

Military Selective Service Requirement
The federal Military Selective Service Act (the “Act”) requires most males residing in the United States to present themselves for registration with the Selective Services System within thirty days of their eighteenth birthday. Most males between the ages of 18 and 25 must be registered. Males born after December 31, 1959 may be required to submit a statement of compliance with the Act and regulations in order to receive any grant, loan, or work assistance under specified provisions of existing federal law. In California, students subject to the Act who fail to register are also ineligible to receive any need-based student grants funded by the state or a public postsecondary institution.

Selective Service registration forms are available at any U.S. Post Office, and many high schools have a staff member or teacher appointed as a Selective Registrar. Applicants for financial aid can also request that information provided on the Free Application for Federal Student Aid (FAFSA) be used to register them with the Selective Service. Information on the Selective Service System is available and the registration process may be initiated online at http://www.sss.gov/.

Student Organizations Policy
University recognition is a privilege granted to student organizations by the University. Recognized organizations are afforded access to campus resources and in turn agree to comply with regulations and procedures established for the governance of student groups.

Recognition of a student organization creates an official relationship with the University. It in no way implies that California State University, Chico approves of, supervises, sanctions, or takes responsibility for the actions and activities of the organization. While the University does not encourage or condone illegal or dangerous activities, individuals involving themselves in student organizations do so at their own risk.

No individual student or student organization may engage in or plan any activity that may be defined as “hazing”. The California Education Code defines hazing as “any activity which causes or is likely to cause bodily danger, physical harm, or personal degradation or disgrace.” In addition, no individual or organization
may, by physical or mental stress or by subtle or covert technique, impair, make captive, or destroy an individual’s freedom of thought or choice.

The policy does not supersede regulations set forth by federal, state, or trustee action, not impede any additional restrictions or criteria from being implemented by the University. The University president maintains the right to withhold recognition and modify the policies governing recognition.

Student organizations benefit from the use of University facilities, equipment, services, and resources and participation in University activities and programs. Recognized organizations are eligible for funding from the Activity Fee Fund and the Student Program Committee following established procedures.

Complete copies of policies relating to the recognition of student organizations are available in the Student Activities Office (SAO), BMU 213, x5396 or on the Web at: http://www.csuchico.edu/sac/OrgInfo.html.

**Student Travel Policy**

Students engaged in University-sponsored group activities (such as forensics, musical groups, athletics) will advise their instructors of their anticipated absences associated with the activity as early as possible in the semester and of any unscheduled absences as soon as those are known. Early in the semester, advisors for student-related University-sponsored activities must impress upon their students the necessity of advising faculty about the possibility of anticipated/unanticipated absences. Faculty, appropriately notified, will clearly identify for students the consequences of absences in the evaluation process and will provide students with the opportunity to make up the missed classwork and assignments, when possible.

**Faculty and Student Relations**

Faculty and students are strongly discouraged from entering into mutually consenting romantic or sexual relationships while the faculty member is in a position of evaluation or supervision of the student or in the likelihood that such an academic connection will exist in the foreseeable future. No faculty member, teaching assistant, research assistant, department chair, dean, or other administrative officer should vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the academic status, evaluation, employment, or promotion of a student with whom he or she has or has had a sexual or romantic relationship. (Reference: FPPP 2.1.2)

**Policy on Sexual Harassment**

Sexual harassment is prohibited at California State University, Chico. Violations of this policy by administrators, faculty, staff, and students will be regarded as unprofessional and uncivil conduct, and violators may be subject to appropriate disciplinary action ranging from written or oral reprimand to dismissal or expulsion. Nothing in this policy is meant to preempt or foreclose the pursuit of remedies available to persons alleging sexual harassment under applicable state and federal statutes and regulations.

The goal of this policy is to create and preserve a learning and working environment conducive to growth in mind, spirit, and human community. Sexual harassment subverts the mission of the University by interfering with academic or work performance; by creating an atmosphere of intimidation and hostility; and by undermining respect for the University, the individuals who constitute its community, and its degrees and scholarship. [Excerpts from the policy follow, see EM 99-20 for the full text.]

Responsibility and authority for the dissemination and implementation of this policy lies ultimately with the president of the University with the support of University administrators, faculty, and staff and with assistance from the Vice Provost for Human Resources. The Vice Provost for Human Resources is responsible for providing information and for monitoring campus compliance relating to sexual harassment issues. Questions or concerns regarding sexual harassment issues, complaint procedures, or sexual harassment-related issues may be directed to the Employee Relations Manager (KNDL 118, 530-898-4666).
Sexual Assault Policy

California State University, Chico endeavors to provide an environment conductive to growth in mind, spirit, and human community and preclusive to exploitation of students or employees.

Sexual assault is any sexual act in which a person is threatened, coerced, or forced to comply against her/his will regardless of whether the person knows the assailant(s) casually, intimately, or not at all. Any form of rape or sexual assault is an act of aggression that may be investigated for possible disciplinary and legal action regardless of whether the incident occurs on or off campus.

Students wanting more information about the sexual assault policy or wishing to discuss a particular situation about sexual assault should consult with the Coordinator for Student Judicial Affairs (KNDL 110, x6897). An actual sexual assault should be reported immediately to the University Police Department (YUBA Hall, x5372). All conversations are strictly confidential.

Use of Computing and Communications Technology

EM 97-18, Policy on Use of Computing and Communications Technology, sets forth users’ rights and responsibilities and is designed to address related access, use, and privacy issues in a way that meets the University’s legal responsibilities, assures the maintenance of the campus network systems, and treats the campus community with respect. The policy includes all systems/resources for both local departmental and central university-wide facilities and applies only to institutional data and/or equipment. This policy assumes as a condition of use the exercise of common sense, common courtesy, and a respect for the rights and property of the University and other users. For a complete copy of the policy please refer to: http://www.csuchico.edu/computing/netpolicy.html.

Computer-Related Crimes and Policy

Recent legislation (Section 502 of the Penal Code) provides that students who commit certain computer-related acts, if done knowingly and without permission, are subject to arrest and University discipline.

These acts include the following:

Accessing or assisting in accessing or causing to be accessed, adding, altering, damaging, deleting, destroying, or otherwise using any data, computer, computer system, computer network, computer services, computer software, or computer programs to either a) devise or execute any scheme or artifice to defraud, deceive, or extort or b) to wrongfully control or obtain money, property, or data. Unlawful acts also include taking or copying any data or supporting documentation; disrupting or denying computer services to an unauthorized user; or introducing any computer contaminant into a computer system or network.

For more information on this issue, consult the Coordinator for Student Judicial Affairs (KNDL 110, x6897).

Policy Regarding Requests for Use of Student ID Photos

Student ID photos are used only for student ID cards unless the student gives permission to release the photo for a secondary use. When a request for the photo is made by someone other than the student, the student is contacted. If he or she approves releasing the photo, a digital file of the photo is made available to the requesting party.

When a student dies, the ID photo is maintained for one month, and removed from the database. If a request for a deceased student’s photo is made within the one-month period, an attempt to contact the immediate family of the student will be made. If the family approves the release of the photo, the digital file of the photo will be released to the requesting party.

Questions about student ID photos should be directed to University Services, x4021.
Campus Facilities Use

**Free Speech Area:** The area between Trinity Hall and the Bell Memorial Union is designated as the Free Speech Area. Reservations and policy for its use are handled by the SAO (BMU 213, x5396). Members of the University community and their guests may use the area for the expression of ideas, opinions, and viewpoints. Impromptu use is permitted any time during daylight hours, and reservations may be made by recognized student, faculty, or staff organizations in the SAO. Any use of the area requiring amplification must be approved in advance.

**Table Space:** Recognized student organizations may reserve tables in the Bell Memorial Union at the University Information Center, located at the north entrance of the BMU building (x6116). Permits for table space outside the BMU are available in the Student Activities Office (BMU 213, x5396). Commercial activity is not permitted unless a recognized organization is conducting it for the benefit of the group. Food sales are strictly regulated as to the types of products permitted. Call the SAO for details.

Permits also are available for table and distribution space at fall and spring registration. Recognized organizations may also reserve other campus space on a space-available basis, per standard campus utilization policies and procedures. Call the SAO for complete details.

**Animal Welfare Policy**

California State University, Chico will comply with all applicable provisions of the Animal Welfare Act and other federal and state statutes and regulations relating to animals. This policy, which will guide the University in the care and use of animals, is applicable to all research, research training, teaching, experimentation, geological testing, and related activities involving live, vertebrate animals conducted at CSU, Chico or at another institution as a consequence of our subgranting or subcontracting such activity. The University Animal Care and Use committee acts as the inspection and enforcement arm of the animal care and use program. Consult the Office of Sponsored Programs (KNDL 111, x5700) for further information.

**Alcohol and Drug Education**

The Campus Alcohol and Drug Education Center (CADEC) is located in the University Center. Peer counselors there provide information to students which enables them to make responsible choices regarding alcohol and other drugs. More information is available about their programs, and information services in a separate brochure and on the Web at [http://csuchico.edu/cadec/](http://csuchico.edu/cadec/).

The Faculty and Staff Assistance Program provides information and referrals to employees with alcohol or drug problems, in addition to a range of other services.

**Alcohol Policy**

Alcohol is not sold or permitted on campus. State law prohibits persons under the age of 21 to possess or use alcoholic beverages. It also is a violation of state law to furnish alcoholic beverages to anyone under the age of 21.

EM 90-38 states that “The possession and consumption of alcoholic beverages on the California State University, Chico campus is generally prohibited as a matter of institutional policy.”

Possession, transportation, or consumption of alcoholic beverages is prohibited in all on-campus residence halls, including lawns, parking lots, and grounds surrounding them. The University has a “one warning” policy of enforcement. Violators will face disciplinary action, including required attendance at Alcohol Education classes, performance of service hours, probation, termination of their housing contract, or possible suspension from the University. For complete information, check with University Housing and Food Service (x6325).
No student-sponsored group or organization may expend any Associated Students Activity Fee funds for the purchase of alcoholic beverages. For further information on campus policies, consult the Coordinator of Student Judicial Affairs (KNDL 110, x6897).

**Drug Policy**
Executive Memorandum 96-38, *Code of Student Rights and Responsibilities*, states “Students as members of the academic community accept both the rights and the responsibilities incumbent upon all members of the institution.” The California State University Board of Trustees has established specific violations for which students may be subject to sanctions, including expulsion, suspension, and probation. Students will be disciplined for violations including the sale or knowing possession, on campus property, of dangerous drugs, restricted dangerous drugs, or narcotics as those terms are used in California statutes, except when lawfully permitted for the purpose of research, instruction, or analysis.

**Smoking Policy**
The University recognizes the harmful effects of smoking and involuntary contact with smoke. Smoking is prohibited in all University facilities (except for living quarters with open-air system designs) and within 25 feet of building doorways, windows, breezeways, and awnings. This prohibition also includes University vehicles. Students are required to comply with this policy during their enrollment at the University. For complete text, see Executive Memorandum 02-108.
INFORMATION LINKS

**Chico Specific**
CSU, Chico: http://www.csuchico.edu/
CSU, Chico School of Social Work: www.csuchico.edu/swrk
Chico and the surrounding counties: http://www.chicochamber.com/

**Code of Ethics**
http://www.socialworkers.org/pubs/code/code.asp

**Social Work Education**
Association of Social Work Baccalaureate Program Directors: http://www.bpdonline.org
Association of Latino Social Work Educators: http://www2.uta.edu/ssw/alswe/
Information on the GRE: http://www.gre.org/
Association for Community Organization and Social Administration: http://www.acosa.org/

**Student Grievance Procedures** EM 94-22
http://www.csuchico.edu/prs/EMs/EM05/em05_10.htm

**Code of Student Rights and Responsibilities** EM 96-38
http://www.csuchico.edu/prs/EMs/EM96/em96_38.htm

**Campus Alcohol Policy** EM 99-11

**Policy on Academic Integrity and the Establishment of the Council for Promoting Academic Integrity** EM 04-36
http://www.csuchico.edu/prs/EMs/EM04/em04_36.htm

**Policy on Nondiscrimination and Affirmative Action in Employment and Education** EM 99-24

**Zero Tolerance Policy on Workplace Violence** EM 02-116
http://www.csuchico.edu/prs/EMs/EM02/em02_116.htm

**Policy on Use of Computing and Communications Technology** EM 97-18
http://www.csuchico.edu/prs/EMs/EM97/em97_18.htm

**Systemwide Policy Prohibiting Harassment in Employment and Retaliation for Reporting Harassment or Participation in a Harassment Investigation**
http://www.csuchico.edu/hr/Documents/StaffHandbook/EO927.pdf

**Policy on Commitment to Vietnam Era Veterans and Veterans with Disabilities**
http://www.csuchico.edu/vpaa/wasc/docs/CPR_Standard_1/CFR_1.5/AAPChptA.pdf

**Human Subjects in Research**
http://www.csuchico.edu/prs/EMs/EM93/em93_04.htm
Policy on Sexual Harassment  
EM 94-41  

Student Grievance Procedures  EM 94-22  
http://www.csuchico.edu/prs/EMs/EM94/em94_22.htm

Student Rights  EM 96-38  
http://www.csuchico.edu/prs/EMs/EM96/em96_38.htm
APPENDIX

NASW Code of Ethics

Professional ethics are at the core of social work. The profession has an obligation to articulate its basic values, ethical principles, and ethical standards. The NASW Code of Ethics sets forth these values, principles, and standards to guide social workers' conduct. The Code is relevant to all social workers and social work students, regardless of their professional functions, the settings in which they work, or the populations they serve.

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.
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. In subscribing to this Code, social workers are required to cooperate in its implementation, participate in NASW adjudication proceedings, and abide by any NASW disciplinary rulings or sanctions based on it.

The Code offers a set of values, principles, and standards to guide decision making and conduct when ethical issues arise. It does not provide a set of rules that prescribe how social workers should act in all situations. Specific applications of the Code must take into account the context in which it is being considered and the possibility of conflicts among the Code's values, principles, and standards. Ethical responsibilities flow from all human relationships, from the personal and familial to the social and professional.

Further, the NASW Code of Ethics does not specify which values, principles, and standards are most important and ought to outweigh others in instances when they conflict. Reasonable differences of opinion can and do exist among social workers with respect to the ways in which values, ethical principles, and ethical standards should be rank ordered when they conflict. Ethical decision making in a given situation must apply the informed judgment of the individual social worker and should also consider how the issues would be judged in a peer review process where the ethical standards of the profession would be applied.

Ethical decision making is a process. There are many instances in social work where simple answers are not available to resolve complex ethical issues. Social workers should take into consideration all the values, principles, and standards in this Code that are relevant to any situation in which ethical judgment is warranted. Social workers' decisions and actions should be consistent with the spirit as well as the letter of this Code.
In addition to this Code, there are many other sources of information about ethical thinking that may be useful. Social workers should consider ethical theory and principles generally, social work theory and research, laws, regulations, agency policies, and other relevant codes of ethics, recognizing that among codes of ethics social workers should consider the NASW Code of Ethics as their primary source. Social workers also should be aware of the impact on ethical decision making of their clients' and their own personal values and cultural and religious beliefs and practices. They should be aware of any conflicts between personal and professional values and deal with them responsibly. For additional guidance social workers should consult the relevant literature on professional ethics and ethical decision making and seek appropriate consultation when faced with ethical dilemmas. This may involve consultation with an agency-based or social work organization's ethics committee, a regulatory body, knowledgeable colleagues, supervisors, or legal counsel.

Instances may arise when social workers' ethical obligations conflict with agency policies or relevant laws or regulations. When such conflicts occur, social workers must make a responsible effort to resolve the conflict in a manner that is consistent with the values, principles, and standards expressed in this Code. If a reasonable resolution of the conflict does not appear possible, social workers should seek proper consultation before making a decision.

The NASW Code of Ethics is to be used by NASW and by individuals, agencies, organizations, and bodies (such as licensing and regulatory boards, professional liability insurance providers, courts of law, agency boards of directors, government agencies, and other professional groups) that choose to adopt it or use it as a frame of reference. Violation of standards in this Code does not automatically imply legal liability or violation of the law. Such determination can only be made in the context of legal and judicial proceedings. Alleged violations of the Code would be subject to a peer review process. Such processes are generally separate from legal or administrative procedures and insulated from legal review or proceedings to allow the profession to counsel and discipline its own members.

A code of ethics cannot guarantee ethical behavior. Moreover, a code of ethics cannot resolve all ethical issues or disputes or capture the richness and complexity involved in striving to make responsible choices within a moral community. Rather, a code of ethics sets forth values, ethical principles, and ethical standards to which professionals aspire and by which their actions can be judged. Social workers' ethical behavior should result from their personal commitment to engage in ethical practice. The NASW Code of Ethics reflects the commitment of all social workers to uphold the profession's values and to act ethically. Principles and standards must be applied by individuals of good character who discern moral questions and, in good faith, seek to make reliable ethical judgments.

**Ethical Principles**

The following broad ethical principles are based on social work's core values of service, social justice, dignity and worth of the person importance of human relationships, integrity, and competence. These principles set forth ideals to which all social workers should aspire.

**Value: Service**
Ethical Principle: *Social workers’ primary goal is to help people in need and to address social problems.*

Social workers elevate service to others above self-interest. Social workers draw on their knowledge, values, and skills to help people in need and to address social problems. Social workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return (pro bono service).

**Value: Social justice**
Ethical Principle: *Social workers challenge social injustice.*

Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals
and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

**Value: Dignity and Worth of the Person**

Ethical Principle: *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.

**Value: Importance of Human Relationships**

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

Social workers understand that relationships between and among people are an important vehicle for change. Social workers engage people as partners in the helping process. Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations and communities.

**Value: Integrity**

Ethical Principle: *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.

**Value: Competence**

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

Social workers continually strive to increase their professional knowledge and skills and to apply them in practice. Social workers should aspire to contribute to the knowledge base of the profession.

**Ethical Standards**

The following ethical standards are relevant to the professional activities of all social workers. These standards concern (1) social workers' ethical responsibilities to clients, (2) social workers' ethical responsibilities to colleagues, (3) social workers' ethical responsibilities in practice settings, (4) social workers' ethical responsibilities as professionals, (5) social workers' ethical responsibilities to the social work profession, and (6) social workers' ethical responsibilities to the broader society.

Some of the standards that follow are enforceable guidelines for professional conduct, and some are professional. The extent to which each standard is enforceable is a matter of professional judgment to be exercised by those responsible for reviewing alleged violations of ethical standards.
1. SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO CLIENTS

1.01 Commitment to Clients
Social workers' primary responsibility is to promote the well-being of clients. In general, clients' interests are primary. However, social workers' responsibility to the larger society or specific legal obligations may on limited occasions supersede the loyalty owed clients, and clients should be so advised. (Examples include when a social worker is required by law to report that a client has abused a child or has threatened to harm self or others.)

1.02 Self-Determination
Social workers respect and promote the right of clients to self-determination and assist clients in their efforts to identify and clarify their goals. Social workers may limit clients' right to self-determination when, in the social workers' professional judgment, clients' actions or potential actions pose a serious, foreseeable, and imminent risk to themselves or others.

1.03 Informed Consent
(a) Social workers should provide services to clients only in the context of a professional relationship based, when appropriate, on valid informed consent. Social workers should use clear and understandable language to inform clients of the purpose of the services, risks related to the services, limits to services because of the requirements of a third-party payer, relevant costs, reasonable alternatives, clients' right to refuse or withdraw consent, and the time frame covered by the consent. Social workers should provide clients with an opportunity to ask questions.

(b) In instances when clients are not literate or have difficulty understanding the primary language used in the practice setting, social workers should take steps to ensure clients' comprehension. This may include providing clients with a detailed verbal explanation or arranging for a qualified interpreter or translator whenever possible.

(c) In instances when clients lack the capacity to provide informed consent, social workers should protect clients' interests by seeking permission from an appropriate third party, informing clients consistent with the clients' level of understanding. In such instances social workers should seek to ensure that the third party acts in a manner consistent with clients' wishes and interests. Social workers should take reasonable steps to enhance such clients' ability to give informed consent.

(d) In instances when clients are receiving services involuntarily, social workers should provide information about the nature and extent of services and about the extent of clients' right to refuse service.

(e) Social workers who provide services via electronic media (such as computer, telephone, radio, and television) should inform recipients of the limitations and risks associated with such services.

(f) Social workers should obtain clients' informed consent before audio taping or videotaping clients or permitting observation of services to clients by a third party.

1.04 Competence
(a) Social workers should provide services and represent themselves as competent only within the boundaries of their education, training, license, certification, consultation received, supervised experience, or other relevant professional experience.

(b) Social workers should provide services in substantive areas or use intervention techniques or approaches that are new to them only after engaging in appropriate study, training, consultation, and supervision from people who are competent in those interventions or techniques.

(c) When generally recognized standards do not exist with respect to an emerging area of practice, social workers should exercise careful judgment and take responsible steps (including appropriate education, research,
training, consultation, and supervision) to ensure the competence of their work and to protect clients from harm.

1.05 **Cultural Competence and Social Diversity**
(a) Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.

(b) Social workers should have a knowledge base of their clients' cultures and be able to demonstrate competence in the provision of services that are sensitive to clients' cultures and to differences among people and cultural groups.

(c) Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability.

1.06 **Conflicts of Interest**
(a) Social workers should be alert to and avoid conflicts of interest that interfere with the exercise of professional discretion and impartial judgment. Social workers should inform clients when a real or potential conflict of interest arises and take reasonable steps to resolve the issue in a manner that makes the clients' interests primary and protects clients' interests to the greatest extent possible. In some cases, protecting clients' interests may require termination of the professional relationship with proper referral of the client.

(b) Social workers should not take unfair advantage of any professional relationship or exploit others to further their personal, religious, political, or business interests.

(c) Social workers should not engage in dual or multiple relationships with clients or former clients in which there is a risk of exploitation or potential harm to the client. In instances when dual or multiple relationships are unavoidable, social workers should take steps to protect clients and are responsible for setting clear, appropriate, and culturally sensitive boundaries. (Dual or multiple relationships occur when social workers relate to clients in more than one relationship, whether professional, social, or business. Dual or multiple relationships can occur simultaneously or consecutively.)

(d) When social workers provide services to two or more people who have a relationship with each other (for example, couples, family members), social workers should clarify with all parties which individuals will be considered clients and the nature of social workers' professional obligations to the various individuals who are receiving services. Social workers who anticipate a conflict of interest among the individuals receiving services or who anticipate having to perform in potentially conflicting roles (for example, when a social worker is asked to testify in a child custody dispute or divorce proceedings involving clients) should clarify their role with the parties involved and take appropriate action to minimize any conflict of interest.

1.07 **Privacy and Confidentiality**
(a) Social workers should respect clients' right to privacy. Social workers should not solicit private information from clients unless it is essential to providing services or conducting social work evaluation or research. Once private information is shared, standards of confidentiality apply.

(b) Social workers may disclose confidential information when appropriate with valid consent from a client or a person legally authorized to consent on behalf of a client.

(c) Social workers should protect the confidentiality of all information obtained in the course of professional service, except for compelling professional reasons. The general expectation that social workers will keep information confidential does not apply when disclosure is necessary to prevent serious, foreseeable, and imminent harm to a client or other identifiable person or when laws or regulations require disclosure without a client's consent. In all instances, social workers should disclose the least amount of confidential information necessary to achieve the desired purpose; only information that is directly relevant to the purpose for which the
disclosure is made should be revealed.

(d) Social workers should inform clients, to the extent possible, about the disclosure of confidential information and the potential consequences, when feasible before the disclosure is made. This applies whether social workers disclose confidential information on the basis of a legal requirement or client consent.

(e) Social workers should discuss with clients and other interested parties the nature of confidentiality and limitations of clients' right to confidentiality. Social workers should review with clients, circumstances where confidential information may be requested and where disclosure of confidential information may be legally required. This discussion should occur as soon as possible in the social worker-client relationship and as needed throughout the course of the relationship.

(f) When social workers provide counseling services to families, couples, or groups, social workers should seek agreement among the parties involved concerning each individual's right to confidentiality and obligation to preserve the confidentiality of information shared by others. Social workers should inform participants in family, couples, or group counseling that social workers cannot guarantee that all participants will honor such agreements.

(g) Social workers should inform clients involved in family, couples, marital, or group counseling of the social worker's, employer's, and agency's policy concerning the social worker's disclosure of confidential information among the parties involved in the counseling.

(h) Social workers should not disclose confidential information to third-party payers unless clients have authorized such disclosure.

(i) Social workers should not discuss confidential information in any setting unless privacy can be ensured. Social workers should not discuss confidential information in public or semipublic areas such as hallways, waiting rooms, elevators, and restaurants.

(j) Social workers should protect the confidentiality of clients during legal proceedings to the extent permitted by law. When a court of law or other legally authorized body orders social workers to disclose confidential or privileged information without a client's consent and such disclosure could cause harm to the client, social workers should request that the court withdraw the order or limit the order as narrowly as possible or maintain the records under seal, unavailable for public inspection.

(k) Social workers should protect the confidentiality of clients when responding to requests from members of the media.

(l) Social workers should protect the confidentiality of clients' written and electronic records and other sensitive information. Social workers should take reasonable steps to ensure that clients' records are stored in a secure location and that clients' records are not available to others who are not authorized to have access.

(m) Social workers should take precautions to ensure and maintain the confidentiality of information transmitted to other parties through the use of computers, electronic mail, facsimile machines, telephones and telephone answering machines, and other electronic or computer technology. Disclosure of identifying information should be avoided whenever possible.

(n) Social workers should transfer or dispose of clients' records in a manner that protects clients' confidentiality and is consistent with state statutes governing records and social work licensure.

(o) Social workers should take reasonable precautions to protect client confidentiality in the event of the social worker's termination of practice, incapacitation, or death.
Social workers should not disclose identifying information when discussing clients for teaching or training purposes unless the client has consented to disclosure of confidential information.

Social workers should not disclose identifying information when discussing clients with consultants unless the client has consented to disclosure of confidential information or there is a compelling need for such disclosure.

Social workers should protect the confidentiality of deceased clients consistent with the preceding standards.

1.08 Access to Records
(a) Social workers should provide clients with reasonable access to records concerning the clients. Social workers who are concerned that clients' access to their records could cause serious misunderstanding or harm to the client should provide assistance in interpreting the records and consultation with the client regarding the records. Social workers should limit clients' access to their records, or portions of their records, only in exceptional circumstances when there is compelling evidence that such access would cause serious harm to the client. Both clients' requests and the rationale for withholding some or all of the record should be documented in clients' files.

(b) When providing clients with access to their records, social workers should take steps to protect the confidentiality of other individuals identified or discussed in such records.

1.09 Sexual Relationships
(a) Social workers should under no circumstances engage in sexual activities or sexual contact with current clients, whether such contact is consensual or forced.

(b) Social workers should not engage in sexual activities or sexual contact with clients' relatives or other individuals with whom clients maintain a close personal relationship when there is a risk of exploitation or potential harm to the client. Sexual activity or sexual contact with clients' relatives or other individuals with whom clients maintain a personal relationship has the potential to be harmful to the client and may make it difficult for the social worker and client to maintain appropriate professional boundaries. Social workers-not their clients, their clients' relatives, or other individuals with whom the client maintains a personal relationship-assume the full burden for setting clear, appropriate, and culturally sensitive boundaries.

(c) Social workers should not engage in sexual activities or sexual contact with former clients because of the potential for harm to the client. If social workers engage in conduct contrary to this prohibition or claim that an exception to this prohibition is warranted because of extraordinary circumstances, it is social workers-not their clients—who assume the full burden of demonstrating that the former client has not been exploited, coerced, or manipulated, intentionally or unintentionally.

(d) Social workers should not provide clinical services to individuals with whom they have had a prior sexual relationship. Providing clinical services to a former sexual partner has the potential to be harmful to the individual and is likely to make it difficult for the social worker and individual to maintain appropriate professional boundaries.

1.10 Physical Contact
Social workers should not engage in physical contact with clients when there is a possibility of psychological harm to the client as a result of the contact (such as cradling or caressing clients). Social workers who engage in appropriate physical contact with clients are responsible for setting clear, appropriate, and culturally sensitive boundaries that govern such physical contact.
1.11 Sexual Harassment
Social workers should not sexually harass clients. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

1.12 Derogatory Language
Social workers should not use derogatory language in their written or verbal communications to or about clients. Social workers should use accurate and respectful language in all communications to and about clients.

1.13 Payment for Services
(a) When setting fees, social workers should ensure that the fees are fair, reasonable, and commensurate with the services performed. Consideration should be given to clients' ability to pay.

(b) Social workers should avoid accepting goods or services from clients as payment for professional services. Bartering arrangements, particularly involving services, create the potential for conflicts of interest, exploitation, and inappropriate boundaries in social workers' relationships with clients. Social workers should explore and may participate in bartering only in very limited circumstances when it can be demonstrated that such arrangements are an accepted practice among professionals in the local community, considered to be essential for the provision of services, negotiated without coercion, and entered into at the client's initiative and with the client's informed consent. Social workers who accept goods or services from clients as payment for professional services assume the full burden of demonstrating that this arrangement will not be detrimental to the client or the professional relationship.

(c) Social workers should not solicit a private fee or other remuneration for providing services to clients who are entitled to such available services through the social workers' employer or agency.

1.14 Clients Who Lack Decision-Making Capacity
When social workers act on behalf of clients who lack the capacity to make informed decisions, social workers should take reasonable steps to safeguard the interests and rights of those clients.

1.15 Interruption of Services
Social workers should make reasonable efforts to ensure continuity of services in the event that services are interrupted by factors such as unavailability, relocation, illness, disability, or death.

1.16 Termination of Services
(a) Social workers should terminate services to clients and professional relationships with them when such services and relationships are no longer required or no longer serve the clients needs or interests.

(b) Social workers should take reasonable steps to avoid abandoning clients who are still in need of services. Social workers should withdraw services precipitously only under unusual circumstances, giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects. Social workers should assist in making appropriate arrangements for continuation of services when necessary.

(c) Social workers in fee-for-service settings may terminate services to clients who are not paying an overdue balance if the financial contractual arrangements have been made clear to the client, if the client does not pose an imminent danger to self or others, and if the clinical and other consequences of the current nonpayment have been addressed and discussed with the client.

(d) Social workers should not terminate services to pursue a social, financial, or sexual relationship with a client.

(e) Social workers who anticipate the termination or interruption of services to clients should notify clients promptly and seek the transfer, referral, or continuation of services in relation to the clients' needs and preferences.
(f) Social workers who are leaving an employment setting should inform clients of appropriate options for the continuation of services and of the benefits and risks of the options.

2. SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO COLLEAGUE

2.01 Respect
(a) Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues.

(b) Social workers should avoid unwarranted negative criticism of colleagues in communications with clients or with other professionals. Unwarranted negative criticism may include demeaning comments that refer to colleagues' level of competence or to individuals' attributes such as race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability.

(c) Social workers should cooperate with social work colleagues and with colleagues of other professions when such cooperation serves the well-being of clients.

2.02 Confidentiality
Social workers should respect confidential information shared by colleagues in the course of their professional relationships and transactions. Social workers should ensure that such colleagues understand social workers' obligation to respect confidentiality and any exceptions related to it.

2.03 Interdisciplinary Collaboration
(a) Social workers who are members of an interdisciplinary team should participate in and contribute to decisions that affect the well-being of clients by drawing on the perspectives, values, and experiences of the social work profession. Professional and ethical obligations of the interdisciplinary team as a whole and of its individual members should be clearly established.

(b) Social workers for whom a team decision raises ethical concerns should attempt to resolve the disagreement through appropriate channels. If the disagreement cannot be resolved, social workers should pursue other avenues to address their concerns consistent with client well-being.

2.04 Disputes Involving Colleagues
(a) Social workers should not take advantage of a dispute between a colleague and an employer to obtain a position or otherwise advance the social workers' own interests.

(b) Social workers should not exploit clients in disputes with colleagues or engage clients in any inappropriate discussion of conflicts between social workers and their colleagues.

2.05 Consultation
(a) Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients.

(b) Social workers should keep themselves informed about colleagues' areas of expertise and competencies. Social workers should seek consultation only from colleagues who have demonstrated knowledge, expertise, and competence related to the subject of the consultation.

(c) When consulting with colleagues about clients, social workers should disclose the least amount of information necessary to achieve the purposes of the consultation.

2.06 Referral for Services
(a) Social workers should refer clients to other professionals when the other professionals' specialized knowledge or expertise is needed to serve clients fully or when social workers believe that they are not being
effective or making reasonable progress with clients and that additional service is required.

(b) Social workers who refer clients to other professionals should take appropriate steps to facilitate an orderly transfer of responsibility. Social workers who refer clients to other professionals should disclose, with clients’ consent, all pertinent information to the new service providers.

(c) Social workers are prohibited from giving or receiving payment for a referral when no professional service is provided by the referring social worker.

2.07 Sexual Relationships
(a) Social workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.

(b) Social workers should avoid engaging in sexual relationships with colleagues when there is potential for a conflict of interest. Social workers who become involved in, or anticipate becoming involved in, a sexual relationship with a colleague have a duty to transfer professional responsibilities, when necessary, to avoid a conflict of interest.

2.08 Sexual Harassment
Social workers should not sexually harass supervisees, students, trainees, or colleagues. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

2.09 Impairment of Colleagues
(a) Social workers who have direct knowledge of a social work colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.

(b) Social workers who believe that a social work colleague's impairment interferes with practice effectiveness and that the colleague has not taken adequate steps to address the impairment should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

2.10 Incompetence of Colleagues
(a) Social workers who have direct knowledge of a social work colleague's incompetence should consult with that colleague when feasible and assist the colleague in taking remedial action.

(b) Social workers who believe that a social work colleague is incompetent and has not taken adequate steps to address the incompetence should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

2.11 Unethical Conduct of Colleagues
(a) Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues.

(b) Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues' unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations.

(c) Social workers who believe that a colleague has acted unethically should seek resolution by discussing their concerns with the colleague when feasible and when such discussion is likely to be productive.
(d) When necessary, social workers who believe that a colleague has acted unethically should take action through appropriate formal channels (such as contacting a state licensing board or regulatory body, an NASW committee on inquiry, or other professional ethics committees).

(e) Social workers should defend and assist colleagues who are unjustly charged with unethical conduct.

3. SOCIAL WORKERS’ ETHICAL RESPONSIBILITIES IN PRACTICE SETTINGS

3.01 Supervision and Consultation
(a) Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.

(b) Social workers who provide supervision or consultation are responsible for setting clear, appropriate, and culturally sensitive boundaries.

(c) Social workers should not engage in any dual or multiple relationships with supervisees in which there is a risk of exploitation of or potential harm to the supervisees.

(d) Social workers who provide supervision should evaluate supervisees’ performance in a manner that is fair and respectful.

3.02 Education and Training
(a) Social workers who function as educators, field instructors for students, or trainers should provide instruction only within their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.

(b) Social workers who function as educators or field instructors for students should evaluate students’ performance in a manner that is fair and respectful.

(c) Social workers who function as educators or field instructors for students should take reasonable steps to ensure that clients are routinely informed when services are being provided by students.

(d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with students in which there is a risk of exploitation or potential harm to the student.

Social work educators and field instructors are responsible for setting clear, appropriate, and culturally sensitive boundaries.

3.03 Performance Evaluation
Social workers who have responsibility for evaluating the performance of others should fulfill such responsibility in a fair and considerate manner and on the basis of clearly stated criteria.

3.04 Client Records
(a) Social workers should take reasonable steps to ensure that documentation in records is accurate and reflects the services provided.

(b) Social workers should include sufficient and timely documentation in records to facilitate the delivery of services and to ensure continuity of services provided to clients in the future.

(c) Social workers’ documentation should protect clients’ privacy to the extent that is possible and appropriate and should include only information that is directly relevant to the delivery of services.

(d) Social workers should store records following the termination of services to ensure reasonable future access.
Records should be maintained for the number of years required by state statutes or relevant contracts.

3.05 Billing
Social workers should establish and maintain billing practices that accurately reflect the nature and extent of services provided and that identify who provided the service in the practice setting.

3.06 Client Transfer
(a) When an individual who is receiving services from another agency or colleague contacts a social worker for services, the social worker should carefully consider the client's needs before agreeing to provide services. To minimize possible confusion and conflict, social workers should discuss with potential clients the nature of the clients' current relationship with other service providers and the implications, including possible benefits or risks, of entering into a relationship with a new service provider.

(b) If a new client has been served by another agency or colleague, social workers should discuss with the client whether consultation with the previous service provider is in the client's best interest.

3.07 Administration
(a) Social work administrators should advocate within and outside their agencies for adequate resources to meet clients' needs.

(b) Social workers should advocate for resource allocation procedures that are open and fair. When not all clients' needs can be met, an allocation procedure should be developed that is nondiscriminatory and based on appropriate and consistently applied principles.

(c) Social workers who are administrators should take reasonable steps to ensure that adequate agency or organizational resources are available to provide appropriate staff supervision.

(d) Social work administrators should take reasonable steps to ensure that the working environment for which they are responsible is consistent with and encourages compliance with the NASW Code of Ethics. Social work administrators should take reasonable steps to eliminate any conditions in their organizations that violate, interfere with, or discourage compliance with the Code.

3.08 Continuing Education and Staff Development
Social work administrators and supervisors should take reasonable steps to provide or arrange for continuing education and staff development for all staff for whom they are responsible. Continuing education and staff development should address current knowledge and emerging developments related to social work practice and ethics.

3.09 Commitments to Employers
(a) Social workers generally should adhere to commitments made to employers and employing organizations.

(b) Social workers should work to improve employing agencies' policies and procedures and the efficiency and effectiveness of their services.

(c) Social workers should take reasonable steps to ensure that employers are aware of social workers' ethical obligations as set forth in the NASW Code of Ethics and of the implications of those obligations for social work practice.

(d) Social workers should not allow an employing organization's policies, procedures, regulations, or administrative orders to interfere with their ethical practice of social work. Social workers should take reasonable steps to ensure that their employing organizations' practices are consistent with the NASW Code of Ethics.
(e) Social workers should act to prevent and eliminate discrimination in the employing organization's work assignments and in its employment policies and practices.

(f) Social workers should accept employment or arrange student field placements only in organizations that exercise fair personnel practices.

(g) Social workers should be diligent stewards of the resources of their employing organizations, wisely conserving funds where appropriate and never misappropriating funds or using them for unintended purposes.

3.10 Labor-Management Disputes
(a) Social workers may engage in organized action, including the formation of and participation in labor unions, to improve services to clients and working conditions.

(b) The actions of social workers who are involved in labor-management disputes, job actions, or labor strikes should be guided by the profession's values, ethical principles, and ethical standards. Reasonable differences of opinion exist among social workers concerning their primary obligation as professionals during an actual or threatened labor strike or job action. Social workers should carefully examine relevant issues and their possible impact on clients before deciding on a course of action.

4. SOCIAL WORKERS' ETHICAL RESPONSIBILITIES AS PROFESSIONALS

4.01 Competence
(a) Social workers should accept responsibility or employment only on the basis of existing competence or the intention to acquire the necessary competence.

(b) Social workers should strive to become and remain proficient in professional practice and the performance of professional functions. Social workers should critically examine and keep current with emerging knowledge relevant to social work. Social workers should routinely review the professional literature and participate in continuing education relevant to social work practice and social work ethics.

(c) Social workers should base practice on recognized knowledge, including empirically based knowledge, relevant to social work and social work ethics.

4.02 Discrimination
Social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, or mental or physical disability.

4.03 Private Conduct
Social workers should not permit their private conduct to interfere with their ability to fulfill their professional responsibilities.

4.04 Dishonesty, Fraud, and Deception
Social workers should not participate in, condone, or be associated with dishonesty, fraud, or deception.

4.05 Impairment
(a) Social workers 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 a professional responsibility.

(b) Social workers whose personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties interfere with their professional judgment and performance should immediately seek
consultation and take appropriate remedial action by seeking professional help, making adjustments in workload, terminating practice, or taking any other steps necessary to protect clients and others.

4.06 Misrepresentation
(a) Social workers should make clear distinctions between statements made and actions engaged in as a private individual and as a representative of the social work profession, a professional social work organization, or the social worker's employing agency.

(b) Social workers who speak on behalf of professional social work organizations should accurately represent the official and authorized positions of the organizations.

(c) Social workers should ensure that their representations to clients, agencies, and the public of professional qualifications, credentials, education, competence, affiliations, services provided, or results to be achieved are accurate. Social workers should claim only those relevant professional credentials they actually possess and take steps to correct any inaccuracies or misrepresentations of their credentials by others.

4.07 Solicitations
(a) Social workers should not engage in uninvited solicitation of potential clients who, because of their circumstances, are vulnerable to undue influence, manipulation, or coercion.

(b) Social workers should not engage in solicitation of testimonial endorsements (including solicitation of consent to use a client's prior statement as a testimonial endorsement) from current clients or from other people who, because of their particular circumstances, are vulnerable to undue influence.

4.08 Acknowledging Credit
(a) Social workers should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed.

(b) Social workers should honestly acknowledge the work of and the contributions made by others.

5. SOCIAL WORKERS’ ETHICAL RESPONSIBILITIES TO THE SOCIAL WORK PROFESSION

5.01 Integrity of the Profession
(a) Social workers should work toward the maintenance and promotion of high standards of practice.

(b) Social workers should uphold and advance the values, ethics, knowledge, and mission of the profession. Social workers should protect, enhance, and improve the integrity of the profession through appropriate study and research, active discussion, and responsible criticism of the profession.

(c) Social workers should contribute time and professional expertise to activities that promote respect for the value, integrity, and competence of the social work profession. These activities may include teaching, research, consultation, service, legislative testimony, presentations in the community, and participation in their professional organizations.

(d) Social workers should contribute to the knowledge base of social work and share with colleagues their knowledge related to practice, research, and ethics. Social workers should seek to contribute to the profession's literature and to share their knowledge at professional meetings and conferences.

(e) Social workers should act to prevent the unauthorized and unqualified practice of social work.

5.02 Evaluation and Research
(a) Social workers should monitor and evaluate policies, the implementation of programs, and practice interventions.
(b) Social workers should promote and facilitate evaluation and research to contribute to the development of knowledge.

(c) Social workers should critically examine and keep current with emerging knowledge relevant to social work and fully use evaluation and research evidence in their professional practice.

(d) Social workers engaged in evaluation or research should carefully consider possible consequences and should follow guidelines developed for the protection of evaluation and research participants. Appropriate institutional review boards should be consulted.

(e) Social workers engaged in evaluation or research should obtain voluntary and written informed consent from participants, when appropriate, without any implied or actual deprivation or penalty for refusal to participate; without undue inducement to participate; and with due regard for participants' well-being, privacy, and dignity. Informed consent should include information about the nature, extent, and duration of the participation requested and disclosure of the risks and benefits of participation in the research.

(f) When evaluation or research participants are incapable of giving informed consent, social workers should provide an appropriate explanation to the participants, obtain the participants' assent to the extent they are able, and obtain written consent from an appropriate proxy.

(g) Social workers should never design or conduct evaluation or research that does not use consent procedures, such as certain forms of naturalistic observation and archival research, unless rigorous and responsible review of the research has found it to be justified because of its prospective scientific, educational, or applied value and unless equally effective alternative procedures that do not involve waiver of consent are not feasible.

(h) Social workers should inform participants of their right to withdraw from evaluation and research at any time without penalty.

(i) Social workers should take appropriate steps to ensure that participants in evaluation and research have access to appropriate supportive services.

(j) Social workers engaged in evaluation or research should protect participants from unwarranted physical or mental distress, harm, danger, or deprivation.

(k) Social workers engaged in the evaluation of services should discuss collected information only for professional purposes and only with people professionally concerned with this information.

(l) Social workers engaged in evaluation or research should ensure the anonymity or confidentiality of participants and of the data obtained from them. Social workers should inform participants of any limits of confidentiality, the measures that will be taken to ensure confidentiality, and when any records containing research data will be destroyed.

(m) Social workers who report evaluation and research results should protect participants' confidentiality by omitting identifying information unless proper consent has been obtained authorizing disclosure.

(n) Social workers should report evaluation and research findings accurately. They should not fabricate or falsify results and should take steps to correct any errors later found in published data using standard publication methods.

(o) Social workers engaged in evaluation or research should be alert to and avoid conflicts of interest and dual relationships with participants, should inform participants when a real or potential conflict of interest arises, and should take steps to resolve the issue in a manner that makes participants' interests primary.
Social workers should educate themselves, their students, and their colleagues about responsible research practices.

6. SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO THE BROADER SOCIETY

6.01 Social Welfare
Social workers should promote the general welfare of society, from local to global levels, and the development of people, their communities, and their environments. Social workers should advocate for living conditions conducive to the fulfillment of basic human needs and should promote social, economic, political, and cultural values and institutions that are compatible with the realization of social justice.

6.02 Public Participation
Social workers should facilitate informed participation by the public in shaping social policies and institutions.

6.03 Public Emergencies
Social workers should provide appropriate professional services in public emergencies to the greatest extent possible.

6.04 Social and Political Action
(a) Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice.

(b) Social workers should act to expand choice and opportunity for all people, with special regard for vulnerable, disadvantaged, oppressed, and exploited people and groups.

(c) Social workers should promote conditions that encourage respect for cultural and social diversity within the United States and globally. Social workers should promote policies and practices that demonstrate respect for difference, support the expansion of cultural knowledge and resources, advocate for programs and institutions that demonstrate cultural competence, and promote policies that safeguard the rights of and confirm equity and social justice for all people.

(d) Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person, group, or class on the basis of race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, or mental or physical disability.
Educational Policy and Accreditation Standards

http://www.cswe.org/File.aspx?id=13780