



ETHICS FOR REHABILITATION COUNSELORS

PROGRAM II

QUESTIONS FOR MODULES I-X

Instructions for completion...

After reading articles I through X:

1. Read each set of questions carefully.
2. Indicate your response by circling the letter preceding the response.
3. Choose only one response for each question.
4. Complete the evaluation at the end of this packet.
5. Complete the application for continuing education credits, sign your name and be sure to include your CRC customer identification number.
6. Return the entire completed packet to CRCC along with the \$65 fee. To be granted credit you must return the questions to all ten modules at the same time along with the evaluation.

QUESTIONS – MODULE I – ELECTRONIC COMMUNICATIONS

Ethics: Electronic Communications

After reading Module I, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. To avoid a possible violation of the client's rights section of the Code of Professional Ethics for Rehabilitation Counselors, it is best to disclose methods of electronic communications to be used:
 - a. in writing and orally during the initial interview.
 - b. orally during the initial interview and throughout the communications process.
 - c. in writing and orally during the initial interview and throughout the communications process, including documentation of disclosure points reviewed.
 - d. in writing and documented thoroughly during the initial interview.

2. When communicating regarding a client via e-mail on the Internet using a non-protected Internet system, to avoid possible violations of the Code of Professional Ethics for Rehabilitation Counselors, the safest way to proceed is to refer to the client's:
 - a. name and disability in the e-mail.
 - b. name only in the e-mail.
 - c. disability only in the e-mail.
 - d. disability and name, as long as disclosed during the initial interview.

3. When making a client referral to another rehabilitation counselor via e-mail, a telephonic case manager for an insurance company, who is a CRC, is not likely to be found in violation of the Code of Professional Ethics for Rehabilitation Counselors as long as the CRC follows:
 - a. the company's standard business practices.
 - b. standard business practices that include compliance with state and federal regulations.
 - c. standard business practices that include compliance with state and federal regulations and the client is informed in writing.
 - d. standard business practices, has the client's release for medical information, and has signed a disclosure statement covering rights to privacy.

4. The minimal threshold for a CRC to be subject to compliance with the Code of Professional Ethics for Rehabilitation Counselors is when the counselor has:
 - a. had face-to-face contact with the client.
 - b. provided any services on behalf of the client.
 - c. telephone contact with the client.
 - d. person-to-person contact with the client.

Questions – Module I – Continued

5. To avoid a possible violation of the Code of Professional Ethics for Rehabilitation Counselors when communicating via computer, cell phones, personal data assistants, and facsimile involving client related activities, the CRC should:
 - a. comply with HIPPA requirements.
 - b. disclose how these methods of communication may be used as well as the limits and hazards of communications inherent in these forms of communication.
 - c. speak quietly into a cell phone and ensure that no one is within hearing distance.
 - d. refer the client to the CRCC website where the Code of Professional Ethics for Rehabilitation Counselors is located.

QUESTIONS – MODULE II – DISCLOSURE

Ethics: Disclosure

After reading Module II, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. Regarding the practice of insurance companies, investigating an injured worker's activities:
 - a. it is appropriate for rehabilitation counselors to assist if they believe the worker is engaging in fraudulent activity.
 - b. it is not appropriate for rehabilitation counselors to assist in the investigation.
 - c. it is helpful to the client if the rehabilitation counselor assists in identifying fraudulent activity.
 - d. rehabilitation counselors need only to consider the needs of the referral source.

2. Indirect rehabilitation services may include:
 - a. case management.
 - b. file review and testimony.
 - c. testing and file review.
 - d. phone interview.

3. A forensic evaluation may involve:
 - a. direct or indirect services.
 - b. indirect services only.
 - c. direct services only.
 - d. a good way to bill a higher rate.

4. A rehabilitation counselor's obligation to the referral source is to:
 - a. provide services for pay.
 - b. assist the client only in a way approved by the referral source.
 - c. help resolve the issues so the case can be closed quickly.
 - d. provide a fair and accurate evaluation and timely, accurate reports.

5. A client-counselor relationship is established when:
 - a. file material is reviewed and an expert opinion rendered.
 - b. file material is reviewed and an initial evaluation is conducted.
 - c. a report is written outlining opinions and containing recommendations for follow-up activity.
 - d. a meeting is held with the referral source after the report is rendered to discuss findings, recommendations, and solicitation of client input.

QUESTIONS – MODULE III – DISPARAGING REMARKS

Understanding Disparaging Remarks in Ethics

After reading Module III, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. Pointing out that a colleague is not a Certified Rehabilitation Counselor is (a):
 - a. fact.
 - b. fiction.
 - c. disparaging remark.
 - d. criticism.

2. Calling into question someone's intellectual capacity when they have performed poorly in developing an intervention plan is a(n):
 - a. critique.
 - b. authoritative statement.
 - c. disparaging remark.
 - d. fact.

3. Making baseless assumptions about a person or an organization is:
 - a. fact.
 - b. critique.
 - c. criticism.
 - d. fiction.

4. A rehabilitation counselor is embarrassed when another CRC opines that a different case conceptualization model should have been used when evaluating a client. The rehabilitation counselor's remarks are:
 - a. disparaging.
 - b. not disparaging.
 - c. fiction.
 - d. a criticism.

5. Criticizing the Commission on Rehabilitation Counselor Certification:
 - a. is not disparaging.
 - b. applies only to fact v. fiction.
 - c. applies only to critique v. criticism.
 - d. is disparaging.

QUESTIONS – MODULE IV – TESTING AND ASSESSMENT

Ethics: Testing and Assessment

After reading Module IV, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. A rehabilitation counselor's first ethical duty when administering tests is:
 - a. rapport.
 - b. credibility.
 - c. competence.
 - d. empathy.

2. Sending a standardized test home with the client is:
 - a. acceptable practice if the client consents.
 - b. incompatible with the duty to protect test security.
 - c. advisable if the client needs coaching on the test forms.
 - d. at the discretion of the rehabilitation counselor.

3. Rehabilitation counselors who provide testing and assessment services are faced with challenges in:
 - a. consistently performing assessments that are ethical, accurate, useful, and consistent with the latest advances in research and theory.
 - b. accessing educational records.
 - c. using tests that are supported with automated scoring and interpretive services.
 - d. understanding test results.

4. Section G of the Code of Professional Ethics for Rehabilitation Counselors addresses the topic(s) of:
 - a. professional responsibility.
 - b. research and publication.
 - c. electronic communication and emerging applications.
 - d. evaluation, assessment, and interpretation.

5. Some ways a rehabilitation counselor can maintain competency in testing include:
 - a. continuing education, peer support, and consultation.
 - b. continuing to use tests that have since been revised due to familiarity with the prior versions.
 - c. relying more on automated test scoring and interpretive services.
 - d. using common sense as a guideline.

QUESTIONS – MODULE V – STUDENT SUPERVISION

Ethical Issues in Student Supervision

After reading Module V, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. When experienced supervisors obtain supervision training and continuing education experiences, they are likely to:
 - a. improve their supervision skills.
 - b. become insecure about their supervision skills.
 - c. want to seek out additional training in supervision.
 - d. find the material boring.

2. Which of the following are important factors in the development of a strong working alliance between the supervisor and student?
 - a. Prior personal experiences.
 - b. Prior coursework.
 - c. Supervisor competence.
 - d. Mutually agreed upon goals and tasks.

3. Which of the following does the Code of Professional Ethics for Rehabilitation Counselors specifically require as a part of the orientation process of students?
 - a. Type and level of skill acquisition required for successful completion of training.
 - b. A list of practicum and internship sites.
 - c. Costs associated with tuition, books, and fees.
 - d. A program philosophy statement.

4. Which of the following would constitute a violation of the Code of Professional Ethics for Rehabilitation Counselors?
 - a. Accepting more than five supervisees in a given semester.
 - b. Failure to provide the supervisee with appropriate working conditions.
 - c. Failure to complete a course in supervision prior to supervising students.
 - d. Requiring students to participate in an orientation program.

5. Evaluation of student performance in practica or internships should occur:
 - a. throughout the practicum or internship experience.
 - b. at the end of the practicum or internship experience.
 - c. prior to the student's graduation from the program.
 - d. only on an as-needed basis.

QUESTIONS – MODULE VI – AGING POPULATION

Ethics: Aging Population

After reading Module VI, complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. Which of the principles of ethical behavior located in the CRCC Code of Professional Ethics for Rehabilitation Counselors Preamble must be considered when working with an aging population?
 - a. Integrity.
 - b. Advocacy.
 - c. Beneficence.
 - d. Virtue.

2. In accordance with Section C of the Code of Professional Ethics for Rehabilitation Counselors and as it relates to ageism, what type of barrier should rehabilitation counselors most commonly anticipate and seek to address:
 - a. Environmental.
 - b. Structural.
 - c. Attitudinal.
 - d. Auditory.

3. The concept used for obtaining approval from participants who agree to be involved in research is discussed in Section I of the Code of Professional Ethics for Rehabilitation Counselors. It is called:
 - a. informed consent.
 - b. contributors.
 - c. release.
 - d. professional disclosure.

4. Respecting Diversity, Section A.2 of the Code of Professional Ethics for Rehabilitation Counselors is a necessary component of the counseling relationship. In considering cultural diversity, the rehabilitation counselor should:
 - a. do immersion therapy for the client to better understand their diversity.
 - b. try to rid the aging client of demonstrations of their cultural diversity in the workplace.
 - c. develop and adapt interventions and services to incorporate consideration of the clients' cultural perspectives.
 - d. work towards becoming more diverse himself or herself.

5. Rehabilitation counselors who are not comfortable working with an aging population under the Code of Professional Ethics for Rehabilitation Counselors Section D: Professional Responsibility should:
 - a. advocate for accessibility and empowerment.
 - b. seek to gain knowledge, personal awareness, sensitivity and skills.
 - c. provide confidentiality regarding contagious or fatal diseases.
 - d. develop a non-professional relationship with the client.

QUESTIONS – MODULE VII – ADVOCACY

Ethics: Advocacy

After reading Module VII complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. According to the Americans with Disabilities Act, a service provider may need to provide a reasonable accommodation to an individual with a disability except where it can be proven that to do so would cause a (n):
 - a. unfair advantage.
 - b. undue trouble.
 - c. undue hardship.
 - d. inconvenient situation.

2. Which of the five titles under the Americans with Disabilities Act deal with program accessibility in state and local governments?
 - a. Title I.
 - b. Title II.
 - c. Title III.
 - d. Title IV.

3. President George H.W. Bush signed into law the Americans with Disabilities Act on July 26 of which year?
 - a. 1992.
 - b. 1990.
 - c. 1994.
 - d. 1991.

4. The Americans with Disabilities Act defines an individual with a disability as which of the following?
 - a. Any individual who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is considered as having such impairment.
 - b. Any individual with impairments such as cerebral palsy, deafness, or cancer.
 - c. Any handicapped individual.
 - d. Any individual that requires the use of a mobility device to walk a significant distance without becoming excessively tired.

5. Which of the following correctly represents the five titles covered by the Americans with Disabilities Act?
 - a. Title I Public Accommodations, Title II Telecommunications, Title III Employment, Title IV Miscellaneous, and Title V State and Local Governments.
 - b. Title I State and Local Governments, Title II Telecommunications, Title III Employment, Title IV Miscellaneous, and Title V Public Accommodations.
 - c. Title I Public Accommodations, Title II Telecommunications, Title III Employment, Title IV State and Local Governments, and Title V Miscellaneous.
 - d. Title I Employment, Title II State and Local Governments, Title III Public Accommodations, Title IV Telecommunications, and Title V Miscellaneous.

QUESTIONS – MODULE VIII – DECISION-MAKING MODELS

Ethical Decision-Making Models

After reading Module VIII complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. Under a virtues ethical decision-making model, we make a decision based on:
 - a. what principles are involved.
 - b. what theories are involved.
 - c. who we are.
 - d. who is at risk.

2. Which of the following is not a virtue?
 - a. Balance.
 - b. Tolerance.
 - c. Attention to context.
 - d. Values.

3. An analysis of our emotional reaction toward a particular cultural group is part of:
 - a. formulating an ethical decision stage.
 - b. the sensitivity and awareness stage.
 - c. planning the course of action stage.
 - d. selection of the course of action stage.

4. In planning the execution of the best course of action, counselors:
 - a. anticipate potential cultural barriers.
 - b. develop a gender role analysis.
 - c. list all possible courses of action.
 - d. determine who the stakeholders are.

5. Key new strategies introduced in the transcultural model are:
 - a. reflection and balance.
 - b. awareness and sensitivity.
 - c. negotiation and consensus building.
 - d. analysis and discussion.

QUESTIONS – MODULE IX – ADDRESSING CULTURE

Ethics: Addressing Culture

After reading Module IX complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. What are American Indian Vocational Rehabilitation Programs?
 - a. An extension of State agencies providing VR services to American Indians with disabilities (Section 110 of the Act).
 - b. Programs produced from state plans focusing on American Indian populations.
 - c. VR service programs operated by American Indian nations that receive funding from the Rehabilitation Services Administration (Section 121 of the Act).
 - d. Programs operated by Centers for Independent Living advocating for American Indians with disabilities.

2. Section 121 of the Rehabilitation Act addresses which of the following?
 - a. Funding for American Indian Rehabilitation Programs at 3%.
 - b. Un-served and under-served populations within the public rehabilitation system.
 - c. Appropriate technology access.
 - d. State plan development for American Indian populations.

3. The first Rehabilitation Act to include service provisions to American Indians through discretionary grants was in:
 - a. 1963.
 - b. 1981.
 - c. 1978.
 - d. 1998.

4. American Indian Rehabilitation programs are unable to:
 - a. provide Medicine Man services within the Individualized Plan for Employment.
 - b. trade food, firewood and blankets for traditional native VR services.
 - c. allow the state agency to determine all services to be provided.
 - d. provide independent living services to consumers.

5. American Indians with disabilities:
 - a. have a higher rate of disability than the general population in the U.S.
 - b. only need services provided in their native language.
 - c. do not need specialized culturally appropriate service provision in metropolitan urban cities.
 - d. mostly reside on reservations and trust lands.

QUESTIONS – MODULE X – DUAL ROLES – THE NEW PARADIGM

Ethics: Dual Roles

After reading Module X complete the questions in this section by circling the correct response. Choose only one response for each question. To receive the total of 5.0 clock hours you will be required to complete all questions for each module and achieve a score of 80% or higher on each module.

1. A dual role occurs when a counselor:
 - a. provides counseling services in more than one location.
 - b. employs more than one counselor to provide counseling services.
 - c. has assumed more than one relationship with a client.
 - d. provides informed consent.

2. Dual or multiple relationships:
 - a. should never occur in a counseling relationship.
 - b. are healthy and should be integrated into the counseling process.
 - c. may be acceptable under certain circumstances.
 - d. are just cause for filing an ethics complaint.

3. If a dual or multiple role occurs, the best guideline for the ethical counselor to follow with a client includes:
 - a. consultation with colleagues.
 - b. documentation of the situation and continual monitoring of it.
 - c. maintenance of privacy and confidentiality surrounding the relationship.
 - d. awareness of counselor's motivation for developing the dual relationship.

4. The practice of professional disclosure is recommended because it:
 - a. can be completed during the intake session and not needed to be addressed again during the counseling relationship.
 - b. allows the counselor to obtain the client's records from other providers.
 - c. is needed only for clients who live in rural settings.
 - d. outlines the role and responsibilities of both the counselor and client throughout the counseling relationship.

5. Ethical concerns surrounding the development of dual or multiple roles with clients do not include:
 - a. compromised counselor objectivity.
 - b. impaired counselor judgment.
 - c. impaired client capacity.
 - d. increased risk for client exploitation.

ETHICS FOR REHABILITATION COUNSELORS

A HOME STUDY PROGRAM II

EVALUATION

Poor-Excellent

1. Did the program provide you with a better understanding of ethics? 1 2 3 4 5

Comments: _____

2. How important was this study in developing your awareness of the Code of Professional Ethics for Rehabilitation Counselors? 1 2 3 4 5

Comments: _____

3. Did the program relate the information in such a way that it was beneficial? 1 2 3 4 5

Comments: _____

4. Were the materials conveyed in such a manner that they are transferable to your practice setting? 1 2 3 4 5

Comments: _____

5. What was your opinion of the overall program? 1 2 3 4 5

Comments: _____

6. What improvements would you suggest to make the program more effective or better suited to your needs?

Comments: _____

ETHICS FOR REHABILITATION COUNSELORS

Application for Continuing Education Credit

A total of 5.0 clock hours of continuing education have been approved for the completion of these ten modules. To obtain the maximum hours you are required to complete this application, answer all the questions, obtain a score of 80% or higher on each module, and complete the evaluation form. Only original, completed packets will be scored. CRCC will not accept photocopies for continuing education credit. A fee of \$65.00 will be assessed for the course. This fee must be paid at the time the materials are submitted to CRCC for evaluation and addition to your certification file. Please make your check payable to CRCC.

Name

CRCC/CCRC Customer ID Number

Street Address

City

State

Zip Code

- I have completed the top section with my name, address, and customer identification number.
- I have read the modules and questions carefully and circled the correct response.
- I am returning the original questions for scoring.
- I have completed the evaluation.
- I have enclosed a check in the amount of \$65.00 made payable to CRCC.

Applicant's Signature

Date

Upon completion of this home study program, the answers and the evaluation should be sent via U.S. Mail to:

Commission on Rehabilitation Counselor Certification
1699 E. Woodfield Road, Suite 300
Schaumburg, IL 60173
Attn: Continuing Education Department

Once the packet of answers and the evaluation are received, the packet will be reviewed and scored. One half clock hour (.5) of continuing education credit will be awarded for each module on which you achieve a score of 80% or higher. When the scoring is complete, your graded responses will be returned to you together with a updated report indicating the continuing education was added to your certification record.

For Office Use Only

Module I: ____% Module II: ____% Module III: ____% Module IV: ____% Module V: ____%
Module VI: ____% Module VII: ____% Module VIII: ____% Module IX: ____% Module X: ____%

Total Credits Awarded: _____