

Scenario B2

Carlos works as a rehabilitation counselor for a non-profit foundation that serves individuals who have sustained a brain injury. His client, Christine, is now ready for job placement. In the process of working with Christine, Carlos has developed a potential job placement. However, the employer wishes to learn more about Christine. Carlos sends the employer an article about brain injury that first appeared in *Counseling Today* more than twenty years ago. Although Carlos realizes that the article is outdated and that there has been more recent research adding to the field of knowledge, he still thinks there is some useful information in the article and decides to send it, since he has not had the time to keep up with the latest research. Further, Carlos faxes to the employer a copy of his case notes about Christine believing that they will not only be helpful to the employer but may lead to the employment of Christine.

Discussion Points

Carlos may be guilty of two Code violations in this scenario. First, CRCs have the responsibility to continuously strive, through reading, attending professional meetings, and taking courses of instruction, to remain aware of developments, concepts, and practices that are essential in providing the highest quality of services to their clients. Carlos, by his own admission, stated that he “has not had the time to keep up with the latest research.” Second, by simply sending his case notes Carlos may be in violation of a number of rules related to confidentiality. It is unclear whether Carlos has obtained permission from the client to share the case notes. If he has not, he has clearly violated his client’s confidentiality. Even if Christine has given her permission, it is unlikely that all of the information in the case notes is relevant to Christine’s potential employment. CRCs should share only essential information with the employer, even with the client’s consent. Finally, it is essential to ensure that measures are taken to preserve confidentiality when transmitting confidential information through electronic means.

Related Standards: B.1.b, B.1.c, B.6.d, D.1.a, D.1.e & J.3.b

Related Advisory Opinions: 2 & 9