

**Course Syllabus**  
**EMP3521– Professional Ethics for Spiritual Care**  
**and Psycho-Spiritual Therapy**  
**Emmanuel College**  
**Toronto School of Theology**  
**Fall 2018**

***Instructor Information***

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***Course Identification***

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Course Number:	EMP3521
Course Format:	In-class
Course Name:	Professional Ethics for Spiritual Care and Psycho-Spiritual Therapy
Course Location:	Emmanuel College
Contact hours:	36 contact hours
Class Times:	Thursdays 2:00pm – 5:00pm
Prerequisites:	Basic Degree students should have completed the introductory requirements of their program (5-10 credits) and have completed or concurrently enrolled in SPE or contextual education or have the permission of the instructor. This is a required course for all MPS students and an elective for other degree students. This course fulfills the Professional Ethics course requirements for CASC and CRPO.

***Course Description***

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This course will examine professional ethics in the helping professions (primary focus on spiritual care, psycho-spiritual therapy) from many different angles in order to further equip students for entry-to-practice competence in their chosen field. We will consider the philosophical and theological moorings for professional ethics and the need for congruence and transparency in belief, thought, word and deed. Students will examine and articulate their own belief systems in relation to ethical practice and construct means by which to embed ethical practice within their belief and values systems. They will deepen their understanding of the intrinsic link between ethical practice and self-awareness and assess areas of

growth in this regard. Key areas of learning will include legal and ethical issues, confidentiality, informed consent, mandatory reporting, misconduct, multiple relationships, boundaries, power differential, issues of power and privilege, oppression/marginalization and justice that impact the helping relationship, etc. Professional codes of ethics (CRPO, CASC and CCPA) will be assessed as standards for the helping professions. These codes, as well as best practices in the field, will be discussed and practiced at length through case study assignments, role plays and discussions. Throughout the course students will interpret ethical practice of spiritual care and psycho-spiritual therapy within contexts of cultural/ religious/ gender (etc.) diversity and pluralism.

## ***Course Methodology***

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Lectures, case studies, role play, presentations, written assignments, readings, test, discussion, and online resources.

## ***Course Resources***

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### **Required Texts/Readings**

Corey, Gerald & Corey, Marianne & Callanan, Patrick. *Issues and Ethics in Helping Professions*, 10<sup>th</sup> ed. Brooks/Cole, 2016.

Gazzola, Nicola & Buchanan, Marla & Sutherland, Olga & Nuttgens, Simon. *Handbook of Counselling and Psychotherapy in Canada*. CCPA, 2016. – please access directly by ordering through the homepage of CCPA (the following link) or through library reserve <https://www.ccpa-accp.ca/ccpa-publications/>

Readings online – please see below and on weekly reading requirements:

Burns et al, "Psychotherapy as Moral Encounter: A Crisis of Modern Conscience," *Pastoral Psychology* (2013), 6.3, 1-12 [https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/00312789/v62i0001/1\\_pameacomc.xml](https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/00312789/v62i0001/1_pameacomc.xml)

CCPA Notebook on Ethics, <https://www.ccpa-accp.ca/ccpa-publications/>

CASC Code of Ethics, <http://www.spiritualcare.ca/code-of-ethics/casc-code-ethics/> Manual, chapter 5.

College of Registered Psychotherapists of Ontario (CRPO) Professional Practice and Jurisprudence <https://www.crpo.ca/wp-content/uploads/2017/08/CRPO-Professional-Practice-Jurisprudence-Registered-Psychotherapists.pdf>

CRPO Professional Practice Standards, <https://www.crpo.ca/wp-content/uploads/2017/08/Professional-Practice-Standards-For-Registered-Psychotherapists.pdf>

CRPO Code of Ethics, <https://www.crpo.ca/wp-content/uploads/2017/08/Code-of-Ethics.pdf>

CRPO Informed Consent Workbook, <https://www.crpo.ca/wp-content/uploads/2018/06/Informed-Consent-Workbook.pdf>

CRPO Professional Misconduct, <https://www.ontario.ca/laws/regulation/120317>

Sexual Abuse under the RHPA (Regulated Health Professions Act)  
[https://www.crpo.ca/sexual-abuse/#understanding\\_RHPA\\_sexual\\_abuse](https://www.crpo.ca/sexual-abuse/#understanding_RHPA_sexual_abuse)

Canadian Counselling and Psychotherapy Association (CCPA) Code of Ethics: [https://www.ccpa-accp.ca/wp-content/uploads/2014/10/CodeofEthics\\_en.pdf](https://www.ccpa-accp.ca/wp-content/uploads/2014/10/CodeofEthics_en.pdf)

CCPA Standards of Practice - [https://www.ccpa-accp.ca/wp-content/uploads/2015/07/StandardsOfPractice\\_en\\_June2015.pdf](https://www.ccpa-accp.ca/wp-content/uploads/2015/07/StandardsOfPractice_en_June2015.pdf)

A Practical Guide to Mental Health and the Law in Ontario - [https://www.oha.com/Legislative and Legal Issues Documents1/A Practical Guide to Mental Health and the Law in Ontario \(2012\) \(PUBLICATIONS\).pdf](https://www.oha.com/Legislative and Legal Issues Documents1/A Practical Guide to Mental Health and the Law in Ontario (2012) (PUBLICATIONS).pdf)

Standards of Professional Practice Behaviour for Students of the Toronto School of Theology  
[http://www.tst.edu/sites/default/files/Standards%20of%20Professional%20Practice%20Behaviour\\_May2010\\_0.pdf](http://www.tst.edu/sites/default/files/Standards%20of%20Professional%20Practice%20Behaviour_May2010_0.pdf)

Religious group policies regarding ethical practice

For those pursuing leadership in the UCC – Ethical Standards and Standards of Practice for Ministry Personnel - <https://www.united-church.ca/sites/default/files/resources/ethical-standards-practice-ministry-personnel.pdf>

Corey, Gerald - <http://search.alexanderstreet.com.myaccess.library.utoronto.ca/view/work/1654685>  
Counsellor as Person and Professional – Keynote 2010 APA conference

**Other recommended texts:**

Doherty, William J. *Soul Searching: Why Psychotherapy Must Promote Moral Responsibility*. Basic Books, 1995.

Gielen, Uwe P., Juris Draguns, and Jefferson Fish, eds. *Principles of Multi-cultural Counseling & Therapy*. New York: Routledge, 2008. Available online through U of T libraries (links on blackboard)

Ginsberg, F. and A. I. Sinacore, eds, *Canadian Counselling and Counselling Psychology in the 21<sup>st</sup> Century*. Montreal: McGill-Queen's Press, 2015

Gudorf, Christine E. *Comparative Religious Ethics: Everyday Decisions for our Everyday Lives*. Fortress Press, 2013.

Macaro, Antonia. *Reason, Virtue & Psychotherapy*. Wiley & Sons, 2006.

Moczynski, Walter, Hille Haker, and Katrin Bentele, eds. *Medical Ethics in Health Care Chaplaincy: Essay* Munster, Lit Verlag, 2009.

O'Connor, Thomas, Kristine Lund, and Patricia Berendsen, eds. *Psychotherapy: Cure of the Soul*. Waterloo: WLS, 2014.

Roberts, Stephen B. ed. *Professional Spiritual & Pastoral Care: A Practical Clergy & Chaplain's Handbook*. Skylight Path, 2011.

Truscott, Derek, and Kenneth H. Crook. *Ethics for the Practice of Psychology in Canada*. Rev. and Expanded ed. Edmonton: University of Alberta Press, 2013.

Vandecreek, Larry & Laurel Burton, "A White Paper: Professional Chaplaincy: Its Role and Importance in Healthcare," *JPC* 55.1 (Spring 2001), 81-97. (Blackboard)

## Course Website(s)

- Quercus: <https://q.utoronto.ca/>

This course uses Quercus for its course website. To access it, go to the UofT Quercus login page at <https://q.utoronto.ca/> and login using your UTORid and password. Once you have logged in to Quercus using your UTORid and password, look for the **My Courses** module, where you'll find the link to the website for all your Quercus-based courses. (Your course registration with ACORN gives you access to the course website in Quercus.) Information for students about using Quercus can be found at: <https://community.canvaslms.com/docs/DOC-10701>. Students who have trouble accessing Quercus should ask [insert college contact] for further help.]

## ***Course Learning Objectives/Outcomes***

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Listed below in relation to the four areas of the MPS curriculum (ATS):

### **(A) Religious Faith, Heritage and General Academic Skill Development**

- Ability to demonstrate and articulate knowledge of how one's religious heritage – and diverse theological/philosophical tradition – are related to professional ethics in spiritual care, psycho-spiritual therapy practices and their ethos.

### **(B) Culture, Context and Theological Disciplines**

- Ability to demonstrate knowledge of theories, practice standards and accountability [in personal relationships, group contexts, power differences, etc] that are relevant to professional ethics leadership in spiritual care and psycho-spiritual therapy.

### **(C) Spiritual/Vocational Formation**

- Ability to employ diverse methods of ethical analysis and ethical frameworks in the diverse cultural and discipline specific contexts of one's specialization (e.g., spiritual care, psycho-spiritual therapy, social service, counseling, etc.).
- Ability to attend to and appropriately critique ethical development, spiritual development and well-being, as well as the establishment of appropriate boundaries, for self and others.

### **(D) Ministerial and Public Practices of Spiritual Care**

- Ability to reflect critically about how professional ethics (Spiritual care. Psycho-spiritual therapy and social service leadership), relates to relevant legal, religious, clinical and other professional accountabilities.
- Ability to demonstrate full familiarity with the CASC Code of Ethics, and CRPO Standards

of Practice; and how to apply these CODEs in practice and seek consultation when appropriate.

### ***Course Outcomes in terms of CRPO/OPAO:***

This course reflects/engages the CRPO ETP Competencies in terms of CRPO Standards of Professional Practice (Professional Conduct; Competence; Therapeutic Relationship; Clinical Supervision; Record-keeping and Documentation; Business Practices) and obligations concerning sexual abuse and misconduct.

CRPO ETP Comp	Competency	Demonstration
1.1c	Integrate knowledge of the psychological significance of spiritual, moral, social, emotional, cognitive, behavioural, sexual, gender, and biological development.	Study of ethical codes of conduct and professional practice including a moral reflection on those Codes in psychotherapy practice.
1.2b	Integrate knowledge of how human problems develop, from the viewpoint of the therapist's theoretical orientation.	Seeking to establish a foundational base of practice from an ethical standpoint of care.
1.3a	Integrate knowledge of key concepts common to all psychotherapy practice.	Seeking the norms of ethical practice across various ethical codes in lectures and discussions throughout course
1.4a	Integrate knowledge of the impact of the therapist's self on the therapeutic process	Through directed small group discussions, case studies and roleplays in class. The ethics autobiography and long papers and case study (see descriptions).
1.4b	Recognize how the therapist's values and attitudes, both in and out of awareness, may impact diverse clients	A major emphasis of the course, this will be demonstrated through in-class discussion, case studies, role plays and the 3 written assignments (see descriptions).
1.4c	Recognize instances where the therapist's life experiences may enhance or compromise therapeutic effectiveness.	Ethics autobiography as well as self-reflection on case studies and in class.
1.4d	Recognize instances where the therapist's life	A major emphasis of the course and readings (see Corey

	experiences may enhance or compromise therapeutic effectiveness.	et al and Doherty) this will be discussed in class and demonstrated through case studies and roles plays and the 3 written assignments (see descriptions).
1.5a	Integrate knowledge of human diversity.	A focus throughout the course, week 4 particularly emphasizes this aspect. Demonstrated in through small group discussion, role play, case studies. Written assignments (especially ethics autobiography and case study) will highlight this competency.
1.5b	Recognize how oppression, power and social injustice may affect the client and also the therapeutic process.	As above.
1.5c	Adapt the therapist's approach when working with culturally diverse clients.	As above.
1.5d	Recognize barriers that may affect access to therapeutic services.	As above. Self-awareness and SEUS is central to in-class activities and the written assignments.
1.5e	Identify culturally-relevant resources.	Providing appropriate referrals and developing awareness of appropriate referral agencies is a requirement for the case study.
2.1d	Communicate in a manner appropriate to the recipient.	Students practice interview skills in class utilizing designed templates and ways of introducing their practice and ensuring informed consent.
2.1e	Use effective listening skills.	
2.1g	Recognize and respond appropriately to non-verbal communication	
2.2a	Show respect to others	Students give and receive counselling in dyads throughout the course to practice core skills.
2.2b	Maintain appropriate professional boundaries.	The focus of week 7, the focus of in-class activities and case study assignment will require demonstration of professional boundaries and integration of belief system and ethical practices of care.
2.2c	Recognize and address conflict in a constructive manner	

2.2d	Demonstrate personal and professional integrity.	This competency is a primary focus throughout the course, specifically demonstrate in the written assignments – ethics autobiography and self-awareness/belief system aspects of other papers.
2.3	Contribute to collaborative & Productive atmosphere	
3.1a	Comply with applicable federal and provincial legislation.	Readings for the course include this material. As well, students will demonstrate this competency in class activities and through the final test.
3.1b	Comply with CRPOMHTO legislation and professional standards.	CRPO documents (as well as CASC and CCPA documents) comprise central reading for the course. Knowledge will be demonstrated in final test.
3.1c	Address organizational policies and practices that are inconsistent with legislation and professional standards.	In-depth appropriation of CRPO's code of Ethics and Professional Practice Standards. – in class and through case studies
3.1d	Comply with relevant municipal and local bylaws related to private practice	
3.2	Apply an ethical decision-making process.	
3.2a	Recognize ethical issues encountered in practice	This is a focus for week 10. As well, the case study assignment focusses especially on this competency (see description), utilizing a few different templates for ethical decision-making processes.
3.2b	Resolve ethical dilemmas in a manner consistent with legislation and professional standards	
3.2c	Accept responsibility for course of action taken	
3.3	Maintain self-care and level of health necessary for responsible therapy	This is focus for week 2 and will be part of self-assessment in final paper.
3.3a	Maintain personal physical, psychological, cognitive and emotional fitness to practice.	As well throughout the course, there is much discussion and reading on the interconnection between self-care and responsible therapy.
3.3b	Build and use a personal and professional support network.	

3.4a	Undertake critical self-reflection.	A central focus for the course, this will be demonstrated through in-class activities and the 3 written assignments.
3.4b	Solicit client feedback throughout the therapeutic process	- Practiced in counselling groups in class.
3.4e	Identify strengths as a therapist, and areas for development.	- A central foci for the final assignment, including a list for further education and training.
3.4h	Participate in relevant professional development activities.	
3.5	Obtain Clinical supervision/consultation	This is part of the readings and discussion and is an element necessary to demonstrate in the case studies and the final paper re. SEUS
3.6	Provide education & training consistent with therapist's practice	In role plays and in discussion students discuss and demonstrate this. Some in case studies as well.
3.7	Maintain Client records	This is a topic for a full class – documentation – and best practices. Part of the case study include demonstrating how documentation would be undertaken for the client interaction.
3.8	Assist client with needs for advocacy & support	The focus on social justice and context as well as documentation emphasizes this. Case study, readings and role play demonstrate.
3.9	Provide reports to 3rd parties	We discuss this topic in relation to the law and in relation to the place of psychotherapists in an interdisciplinary context. As well, in terms of how insurance might work.
3.10	Establish business practices relevant to professional role	We discuss and read about business practices such as online advertising, titling, security, referrals, etc. appropriate to the role.
4.0	Therapeutic Process	A central focus for this course, this competency will be demonstrated through in-class activities and written assignments
4.1	Orient client to therapist's practice.	
A		In role plays students are required to practice

	B C D E F G H	<p>Describe therapist's education, qualifications and role.</p> <p>Differentiate the role of the therapist in relation to other health professionals.</p> <p>Explain the responsibilities of the client and the therapist in a therapeutic relationship.</p> <p>Explain the advantages and disadvantages of participating in psychotherapy.</p> <p>Explain client rights to privacy and confidentiality, and the limitations imposed upon it by law.</p> <p>Explain relevant rules and policies.</p> <p>Respond to client questions.</p> <p>Explain and obtain informed consent in accordance with legal requirements.</p>	<p>introducing themselves and their practice (including legal issues and limits of confidentiality) to clients and receive feedback from their small groups.</p> <p>We have readings and video clips on this topic that are reflected on in class.</p> <p>In their case study assignment all these competencies are central to assessment.</p> <p>As well the final text includes all aspects of the legal issues that intersect with the practice of psycho-spiritual therapy/psychotherapy.</p> <p>We discuss practice read about various aspects of informed consent. Also, in case studies and role plays this is demonstrated.</p> <p>These are areas for reading, discussion and experiential activities (role playing) and demonstrated in the submitted assignments (esp case studies and final paper).</p>
4.2	A B C D E G H	<p>Establish and maintain core conditions for therapy.</p> <p>Employ empathy, respect, and authenticity.</p> <p>Demonstrate awareness of the impact of the client's context on the therapeutic process.</p> <p>Demonstrate sensitivity to the setting in which therapy takes place.</p> <p>Assume non-judgmental stance.</p> <p>Explain theoretical concepts in terms the client can understand.</p> <p>Foster client autonomy.</p> <p>Maintain appropriate therapeutic boundaries.</p>	<p>We utilize several videos in class that explore issues such as fostering client autonomy, bracketing judgment and working to empower clients, utilizing appropriate language, working in diverse ethno-cultural contexts, exploring boundaries in intercultural contexts, unpacking counter transference and how to use it safely and effectively in the therapeutic relationship.</p> <p>We focus especially on boundaries and the importance of safety and ethical dimensions of working with people of various backgrounds and how this impacts the therapeutic relationship</p>

I	Define clear boundaries of response to client's requests or demands.	
J	Take all reasonable measures to safeguard physical and emotional safety of client during clinical work.	
K	Employ effective skills in observation of self, the client and the therapeutic process.	
L	Demonstrate dependability.	
4.3	Ensure safe and effective use of self in the therapeutic relationship.	The ethics autobiography and final paper are assignments in which students must explore issues of congruence and working with integrity in terms of their own worldview to serve the autonomy and belief system of the client.
A	Demonstrate awareness of the impact of the therapist's subjective context on the therapeutic process.	We discuss and consider at length the place of self-disclosure and the impacts of transference and countertransference in the therapeutic relationship
B	Recognize the impact of power dynamics within the therapeutic relationship.	The Ethics autobiography and the final paper particularly emphasize SEUS. Students are required to discuss their social location, cultural, religious, privilege/power in terms of the therapeutic relationship – final paper
C	Protect client from imposition of the therapist's personal issues.	
D	Employ effective and congruent verbal and non-verbal communication.	
E	Use self-disclosure appropriately.	This competency is also emphasized through in-class discussions and role playing and video clips that are analyzed. (see Corey et al online video resources)
4.4	Conduct an appropriate risk assessment.	A central focus for one of the week's readings is conducting risk assessments in terms of harm to self, harm to others and duty to report.
A	Assess for specific risks as indicated.	As well, several of the case studies include risk assessment (including developing a safety plan, and engaging authorities as required by law) as a competency to be demonstrated.
B	Develop safety plans with clients at risk.	
C	Refer to specific professional services where appropriate.	
D	Report to authorities as required by law.	Finally, in the final test all areas of legal questions and issues are tested for.

4.5	<p>Structure and facilitate the Therapeutic Process</p> <ul style="list-style-type: none"> <li>- Including all a-t</li> </ul>	<p>In class, we role play counselling sessions, especially working with angry clients, situations requiring referrals, situations of potential boundary violations, working with clients from diverse backgrounds, developing goals for therapy with client, shaping a counselling session. We draw on their learning in their assessment courses to explore assessment options and options for intervention.</p> <ul style="list-style-type: none"> <li>- Identifying contextual issues is a strong point of our program, central aspect of honouring and respecting those with whom we work</li> <li>- We discuss the importance of reviewing progress with clients regularly and re-working goals with client</li> <li>- We discuss when and why to terminate therapy recognizing that some of this is framed by the psychotherapeutic modalities employed.</li> <li>-</li> </ul>
4.6	<p>Refer Client A,b,c</p>	<p>We discuss when to refer on several occasions and this appears in the case study assignments as well. Referring a client when the needs are outside one's level of training/expertise and the challenges of this, referring to expand the circle of care, referring upon discharge/termination.</p>
4.7	<p>Closure process</p>	<p>Students are encouraged to develop a referral list. The importance of appropriate closure is discussed, and the elements of closure are a focus for one of the readings/discussions. Also, this is a theme in the case study.</p>
5.0 5.1	<p>Research Remain current with the literature.</p>	<p>Through some of the weekly readings. Students are required to do some research when they are sorting through the legal issues emerging in various case studies.</p>
5.2	<p>Use research findings to inform clinical practice</p>	<p>The case study requires this, particularly when they are working with specific situations and needing to familiarize themselves with precedents</p>

## ***Evaluation***

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**Participation** - 20% - Regular attendance, participation in discussion and engagement in course, evidence of having read and viewed weekly resource material, completion of weekly inventories and discussion questions when relevant. Completion of morality reflection for discussion, week 3.

**Ethics Autobiography** – 15% - 6-8 pages – Follow the template of questions for the Ethics Autobiography attached at end of syllabus (see Bashe, Anderson, Handelsman & Klevansky). **Due week 4**

**Case study 1 – 15% - 6-8 pages** - prepare a case study (compiled from scenarios worked on in class or from resources in class) that reflects ethical challenges. Follow an ethical decision-making process (see readings and discussion from week 2) and outline your process for making an ethical decision in this instance. Conclude with a final 2 sections: “documentation,” indicating what you would document, and “self-awareness,” indicating diversity/power issues, referral options, scope of practice, boundaries, counter transference, triggers, power dynamics, blind spots, etc. **Due Week 6**

**Case study 2 – 15% - 6-8 pages** – prepare a case study (compiled from scenarios worked on in class, class resources or in your practice) that reflects ethical challenges particularly difficult for you. Follow an ethical decision-making process (see readings and discussion from week 2) and outline your process for making an ethical decision in this instance. Conclude with a final 2 sections: “documentation,” indicating what you would document, and “self-awareness,” indicating diversity/power issues, referral options, scope of practice, boundaries, counter transference, triggers, power dynamics, blind spots, etc. **Due Week 10**

**Final Paper** – 25% - 10 pages – Write a paper presenting your understanding of professional ethics as a helping professional (spiritual care psychotherapist, spiritual care provider, psycho-spiritual therapist, etc.) this should include a statement of commitment to ethical practice. In this paper you are expected to utilize references to readings, lectures, online resources, etc., however, the paper is to reflect your uniqueness in terms of integrating ethical practices within your own belief system and values. It should include a statement of morality/values that are foundational to your work, how your faith/spirituality/worldview informs your practice, your understanding of the spiritual care/therapeutic relationship and how these will support you being an ethical practitioner. Codes of ethics, standards of practice (etc.) will inform your paper but you are to show how these are integrated into who you are (what you believe) and how you demonstrate being an ethical practitioner. The paper should also identify areas of self-awareness in the caring relationship (especially in terms of boundaries, power dynamics and differential, social/cultural/religious identity and impact on care, etc.) and your ways of ensuring your own ethical practice. **Due Exam Week**

**Exam** – 10% - multiple choice, true and false and short answer to demonstrate understanding of relevant codes of ethics (CRPO, CASC, CCPA, religious bodies, other), laws, standards of practice and learning from the text and course. This component of the course must be passed (70% minimum) in order for successful completion of the course. **Completed in class, Week 12.**

### **Completion of Course work:**

All course work must be completed by the due date of the final paper. A student who, for a good reason, cannot complete course work by the due date must petition for an extension using the home college

extension form. The petition form must be signed by both the student and the instructor of the course and submitted to the home college registrar by the posted deadline. If the petition requires the support of a medical certificate, the student must use the standard University of Toronto *Verification of Illness or Injury Form*. Other medical certificate forms and doctors' notes are not acceptable.

Instructors are not obliged to accept late work, except where there are legitimate, documented reasons beyond a student's control. In such cases, a late penalty is normally not appropriate.

Degree students are expected to hand in assignments by the date given in the course outline. One grade (4 marks) deducted per week late.

**Attendance and lateness:** Consistent and timely attendance is required. If a student is unable to attend a class the professor is to be informed by email ahead of time. For a student who misses more than 2 regular classes, this may result in a lower grade or even a failing grade for the course. If attendance is poor due to extenuating circumstances, a student may petition the Basic Degree Committee to drop a course without academic or financial penalty.

### **Grading System**

A+ (90-100)	A (85-89)	A- (80-84)
B+ (77-79)	B (73-76)	B- (70-72) Failure

Please see the appropriate handbook for more details about the grading scale and non-numerical grades (e.g. SDF, INC, etc.).

**Course grades.** Consistent with the policy of the University of Toronto, course grades submitted by an instructor are reviewed by a committee of the instructor's college before being posted. Course grades may be adjusted where they do not comply with University grading policy (<http://www.governingcouncil.utoronto.ca/policies/grading.htm>) or college grading policy.

**A note about "trigger" warnings:** You are preparing for a profession that by its nature presents you with stimulating situations, including domestic violence, child sexual abuse, effects of addiction, and other very traumatic events. Your professional preparation anticipates that you will meet such situations in the real world, that you will not be warned about the nature of the stimuli and that you must be able to function appropriately and protect others from your own reaction to situations that may "trigger" a response in you. Much of your education will include the varieties of ways professionals handle these responses *helpfully*, for the person in their care and for themselves. (This skill is part of "safe and effective use of self.") In this course, mid-way through your program, it is expected that you have begun to hone practices for grounding yourself so as to function appropriately when you experience stimuli that "trigger" you (this may include therapy, journaling, spiritual practices, etc). It is expected that you are able to demonstrate this within the program as part of your safe and effective use of self. Ultimately, your emotional safety in the classroom and in the therapeutic context is your own responsibility.

### **Policies**

**Accessibility.** Students with a disability or health consideration are entitled to accommodation. Students must register at the University of Toronto's Accessibility Services offices; information is available at <http://www.accessibility.utoronto.ca/>. The sooner a student seeks accommodation, the quicker we can assist. The University provides academic accommodations for students with disabilities in accordance

with the terms of the Ontario Human Rights Code. This occurs through a collaborative process that acknowledges a collective obligation to develop an accessible learning environment that both meets the needs of students and preserves the essential academic requirements of the University's courses and programs.

**Plagiarism.** Students submitting written material in courses are expected to provide full documentation for sources of both words and ideas in footnotes or endnotes. Direct quotations should be placed within quotation marks. (If small changes are made in the quotation, they should be indicated by appropriate punctuation such as brackets and ellipses, but the quotation still counts as a direct quotation.) Failure to document borrowed material constitutes plagiarism, which is a serious breach of academic, professional, and faith-based ethics. An instructor who discovers evidence of student plagiarism is not permitted to deal with the situation individually but is required to report it to his or her head of college or delegate according to the TST *Basic Degree Handbook* (linked from <http://www.tst.edu/content/handbooks>) and the University of Toronto *Code of Behaviour on Academic Matters* <http://www.governingcouncil.utoronto.ca/AssetFactory.aspx?did=4871>.

**Email correspondence:** Papers are accepted in hard copy only, preferably *on recycled or re-used paper*. Communication by email can ONLY take place through UTOR email accounts.

**Other academic offences.** TST students come under the jurisdiction of the University of Toronto Code of Behaviour on Academic Matters <http://www.governingcouncil.utoronto.ca/policies/behaveac.htm>).

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## Course Schedule

### Weekly Themes and Readings

#### Week 1 – Introduction to Course, Introduction to Professional Ethics

##### **Readings:**

Corey et al, *Issues and Ethics in Helping Professions*, ch. 1 – compete self-assessment, inventory, pp 24-32

Gazzola et al, eds., *Handbook of Counselling & Psychotherapy in Canada* ch. 1, pp 1-12

##### **Recommended:**

Kristine Lund, "Good Fences Make Good Neighbours," pp 169-178 in *Psychotherapy: Cure of the Soul*.

Canadian Counselling and Psychotherapy Association, Notebook on Ethics <https://www.ccpa-accp.ca/ccpa-publications/> - click on "Notebook on Ethics", "What is counselling?" and "Scope of Practice for Counsellors"

CASC Code of Ethics, <http://www.spiritualcare.ca/code-of-ethics/casc-code-ethics/> Manual, chapter 5.

College of Registered Psychotherapists on Ontario (CRPO) Professional Practice and Jurisprudence  
<http://www.crpo.ca/wp-content/uploads/2015/05/CRPO-Professional-Practice-Jurisprudence-Registered-Psychotherapists.pdf> Section 1

CRPO Professional Practice Standards, <http://www.crpo.ca/wp-content/uploads/2014/11/CRPO-Professional-Practice-Standards.pdf>

Standards of Professional Practice Behaviour for Students of the Toronto School of Theology  
[http://www.tst.edu/sites/default/files/Standards%20of%20Professional%20Practice%20Behaviour\\_May2010\\_0.pdf](http://www.tst.edu/sites/default/files/Standards%20of%20Professional%20Practice%20Behaviour_May2010_0.pdf)

Religious group Ethics Code/Standards of Practice as available

Mohrmann, Margaret E. "Ethical Grounding for a Profession of Hospital Chaplaincy," *Hastings Centre Report*, 2008, Vol 38, no. 6.  
[http://go.galegroup.com.myaccess.library.utoronto.ca/ps/i.do?p=AONE&u=utoronto\\_main&id=GALE|A195317857&v=2.1&it=r&sid=summon](http://go.galegroup.com.myaccess.library.utoronto.ca/ps/i.do?p=AONE&u=utoronto_main&id=GALE|A195317857&v=2.1&it=r&sid=summon)

## Week 2 – Ethical Decision-Making Process

### **Readings:**

Corey et al, ch. 1, "Introduction to professional ethics"  
Gazzola et al, eds, ch. 2, "Ethical and Legal Issues in the Canadian Context," pp 13-34

Process of Ethical Decision making, Canadian Counselling and Psychotherapy Association (CCPA) Code of Ethics: [https://www.ccpa-accp.ca/wp-content/uploads/2014/10/CodeofEthics\\_en.pdf](https://www.ccpa-accp.ca/wp-content/uploads/2014/10/CodeofEthics_en.pdf)

## Week 3 – Helper as a Person and Professional

### **Readings:**

Corey et al, ch. 2 " The counselor as a person and as a professional" & complete self-assessment

Watch Youtube video: Corey, Gerald – Keynote 2010 APA Conference  
<http://search.alexanderstreet.com.myaccess.library.utoronto.ca/view/work/1654685>

Burns et al, "Psychotherapy as Moral Encounter: A Crisis of Modern Conscience," *Pastoral Psychology* (2013), 6.3, 1-12. 12 [https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/00312789/v62i0001/1\\_pameacomc.xml](https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/00312789/v62i0001/1_pameacomc.xml)

Ronald B. Miller, "The Moral Content of Theories of Clinical Practice" pp 71-114 in *Facing Human Suffering : Psychology and Psychotherapy as Moral Engagement*, Washington, DC : American Psychological Association, 2004 (PDF in Quercus)

Seminar: Psycho-spiritual therapist as moral consultant, discussion

- Prepare a response to this article for discussion – What role has morality in the helping professions?

## Week 4 – Values and the Helping Relationship

Ethics Autobiography DUE

### **Readings:**

Corey et al, ch. 3 “Values and the helping relationship” & complete self-assessment

Bashe, Allison & Anderson, Sharon K. & Handelsman, Mitchell M. & Klevansky, Robin. “An Acculturation Model for Ethics training: The Ethics Autobiography and Beyond,” *Professional Psychology, Research and Practice*, 2007, Vol. 38, no. 1, 60-67.

[https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/07357028/v38i0001/60\\_aamfetteaab.xml](https://journals-scholarsportal-info.myaccess.library.utoronto.ca/details/07357028/v38i0001/60_aamfetteaab.xml)

## Week 5 – Multicultural Perspectives and Diversity – Joanne Ginther

### **Readings:**

Ginther, readings to be added by guest speaker

Corey et al, ch. 4 “Multicultural perspectives and diversity issues” & complete self-assessment

Canadian Counselling and Psychotherapy Association, Notebook on Ethics <https://www.ccpa-accp.ca/ccpa-publications/> - click on “Notebook on Ethics”, “Valuing Diversity and Acting Ethically”

### **Recommended:**

Stevens, “Professional Ethics in Multicultural and International Context,” in *Principles of Multicultural Counseling and Therapy* by Gielen, Draguns, Fish, eds. pp. 135-166.

<https://search.library.utoronto.ca/details?8773619>

## Week 6 – Social Justice, Intersectionality, Power and Privilege in helping professions

CASE STUDY #1 DUE

### **Readings:**

Gazzola et al, eds, ch. 5, “Multicultural Counselling in a Canadian Context,” pp 73-94

Gazzola et al, eds, ch. 6, “Social Justice and Advocacy in a Canadian Context,” pp. 95-122

Gazzola et al, eds, ch. 7, “Counselling Indigenous Peoples in a Canadian Context,” pp. 123-148

Gazzola et al, eds, ch. 8, “Counselling Queer Clients in Canada,” pp. 149-180

Corey, et al, ch. 13 “Community and social justice perspectives” & complete self-inventory

## READING WEEK

## Week 7 – Client Rights and Helper Responsibilities

### **Readings:**

Corey, et al, ch. 5 “Client rights and counselor responsibilities” & complete self-assessment

CASC Scope of Practice document, Ontario legal rights of child

**Readings/links on blackboard:**

Canadian Counselling and Psychotherapy Association, Notebook on Ethics <https://www.ccpa-accp.ca/ccpa-publications/> - click on "Notebook on Ethics," 'Duty to report,' 'Duty to Warn,' etc.

College of Registered Psychotherapists on Ontario (CRPO) Professional Practice and Jurisprudence <http://www.crpo.ca/wp-content/uploads/2015/05/CRPO-Professional-Practice-Jurisprudence-Registered-Psychotherapists.pdf> Section 2

CRPO Professional Practice Standards, <https://www.crpo.ca/wp-content/uploads/2017/08/Professional-Practice-Standards-For-Registered-Psychotherapists.pdf>

Sexual Abuse under the RHPA (Regulated Health Professions Act)

[https://www.crpo.ca/sexual-abuse/#understanding\\_RHPA\\_sexual\\_abuse](https://www.crpo.ca/sexual-abuse/#understanding_RHPA_sexual_abuse)

**Week 8 – Confidentiality: legal and ethical considerations**

**Readings:**

Corey, et al, ch. 6 "Confidentiality: ethical and legal issues" & complete self-assessment

Psychotherapy Act 2007 <https://www.ontario.ca/laws/statute/07p10>

Canadian Counselling and Psychotherapy Association, Notebook on Ethics <https://www.ccpa-accp.ca/ccpa-publications/> - click on "Notebook on Ethics" 'Confidentiality and the Wigmore Criteria' 'Personal Information Protection and Electronics Documents Act (PIPEDA),

Summary of Age-Based Legal Milestones for Youth in Ontario <http://jfcy.org/wp-content/uploads/2013/10/Age-Based-Milestones-May-2018.pdf>

A Practical Guide to Mental Health and the Law in Ontario Toolkit - ch. 1,2,3,7 <http://wrspc.ca/wp-content/uploads/2013/11/Final-Mental-Health-and-the-Law-Toolkit.pdf>

CRPO Professional Misconduct, <https://www.ontario.ca/laws/regulation/120317>

College of Registered Psychotherapists on Ontario (CRPO) Professional Practice and Jurisprudence <http://www.crpo.ca/wp-content/uploads/2015/05/CRPO-Professional-Practice-Jurisprudence-Registered-Psychotherapists.pdf> Section 3

**Week 9 – Managing Boundaries and Multiple Relationships**

**Readings:**

Corey, et al, ch. 7, "Managing boundaries and multiple relationships" & complete self-inventory

## Week 10 – Professional Competence and Training/ Ethical Issues in Supervision

CASE STUDY #2 DUE

### **Readings:**

Corey, et al, ch. 8 “Professional competence and training”

Corey, et al, ch. 9, “Ethical issues in supervision” & complete self-inventories

## Week 11 – Issues in Theory and Practice

### **Readings:**

Corey, et al, ch. 10 “Issues in theory and practice” & complete self-inventory

Add Elsie Smith Jones Theoretical Orientation Inventory (prep for class)

And Crpo assessment of whether in the regulated act or not.

### **Recommended:**

Corey, et al, ch. 11, “Ethical issues in couples and family therapy” & complete self-inventory

Corey, et al, ch. 12, “Ethical issues in group work” & complete self-inventory

## Week 12 – Using online, social media in helping professions

Final Test in class

### **Readings:**

Gazzola et al, eds. ch. 16, “Essential in Online Clinical Practice,” pp. 323-342

Gazzola et al, eds. ch. 17, “Current trends in Counselling and Psychotherapy,” pp. 434-468

E-Counselling Possible pitfalls and the Law, discussion paper, ccpa -<https://www.ccpa-accp.ca/wp-content/uploads/2018/07/E-counselling.docx.pdf>

### **Exam week - Final Paper Due**

## The Ethics Autobiography<sup>i</sup>

Due week 4

**Instructions:** Answer the following questions after having read the article by Bashe et al. Once you have answered all the questions, reflect on what you have learned about yourself and how this impacts your functioning as a spiritual care practitioner/ psycho-spiritual therapist.

- 1) What is your idea of right and wrong personal behavior?
  - Where does this perception come from?
  
- 2) What did you learn in your family of origin about right and wrong?
  - What do you recall were messages about ethnic and cultural groups different from yourself and how these groups see right and wrong?

- 3) How do your beliefs, religious worldview/ spirituality inform your understanding of ethical practice?
- 4) What is your idea of right and wrong professional behavior?
  - Where does this perception come from?
- 5) What formative experiences account for how you live your life (in your personal life and in ethical dilemmas you have experienced in professional life/training)?
- 6) Look at relevant codes of ethics, standards of practice, jurisprudence (CRPS, CASC, CCPA, religious group regulations). Which ethical standards/requirements are most compatible with your personal values?
  - Which ethical standards/ requirements are least compatible?
- 7) In a couple of sentences identify three personal characteristics, values, motivations, principles, behaviors, or skills that will be your greatest assets as a spiritual care practitioners/ psych-spiritual therapist?
  - How, or under what circumstances, might these attributes become your greatest weaknesses?

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<sup>i</sup> Adapted from Bashe, A., Anderson, S., Handlesman, M, Klevansky, R. (2007). An Acculturation Model for Ethics Training: The Ethics Autobiography and Beyond. *Professional Psychology: Research and Practice* Bol. 38, No. 1, 60-67.