



CPSP

College of Pastoral Supervision and Psychotherapy

CPSP Code of Professional Ethics
And
Principles for Processing
Ethical Complaints

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INTRODUCTION

The College of Pastoral Supervision and Psychotherapy (CPSP) seeks to maintain the highest standards of professional ethics. Therefore members covenant to work together with colleagues, students, clients and institutions in an attitude characterized by respect, commitment and professionalism consistent with the CPSP Covenant. [Standard 700.00]

The Covenant of the College of Pastoral Supervision & Psychotherapy

Spiritual pilgrims:

We, the CPSP members see ourselves as spiritual pilgrims seeking a truly collegial professional community. Our calling and commitments are, therefore, first and last theological. We covenant to address one another and to be addressed by one another in a profound theological sense. We commit to being mutually responsible to one another for our professional work and direction.

Chapters:

Matters that are typically dealt with in other certifying bodies by centralized governance will be dealt with primarily in Chapters. Thus, we organize ourselves in such a way that we each participate in a relatively small group called a Chapter consisting of approximately a dozen colleagues. Teaching or counseling programs directed by CPSP Diplomates are the primary responsibility of the Chapter.

Recovery of soul:

We commit ourselves to a galaxy of shared values that are as deeply held as they are difficult to communicate. "Recovery of soul" is a metaphor that points toward these values. We place a premium on the significance of the relationships among ourselves. We value personal authority and creativity. We believe we should make a space for one another and stand ready to midwife one another in our respective spiritual journeys. Because we believe that life is best lived by grace, we believe it essential to guard against becoming invasive, aggressive, or predatory toward each other. We believe that persons are always more important than institutions, and even the institution of CPSP itself must be carefully monitored lest it take on an idolatrous character.

A Living Experience:

We intend to travel light, to own no property, to accumulate no wealth, and to create no bureaucracy. We are invested in offering a living experience that reflects human life and faith within a milieu of supportive and challenging community of fellow pilgrims.

Professional ethics for CPSP are rooted in respect for all persons regardless of their race, gender, religion, ethnic origin, age, abilities or sexual orientation. In other words, who they are is the reason for our respect. Members agree to commend the call, vocation and personal lives of coworkers, patients, counselees, students, supervisees, and parishioners. Members respect each other. When there is an allegation of misconduct, all responses will be intentional while maintaining an attitude characterized by forgiveness, humility, and an empowering love. All responses to allegations will focus on accountability, education, redemption, reconciliation, and growth. Respect includes issues of confidentiality. [Standard 700.00, 620.7]

Members are committed and accountable to each other through Chapter participation. Therefore, members will be pro-active in issues of professional abilities, continuing education, pastoral concerns, ethics and personal integrity. This form of peer review is crucial to our covenant with each other. [Standard 700.00, 620.3, 620.6]

CPSP members recognize those who have gone before us, endeavoring to preserve, create and implement the body of knowledge in the fields of pastoral education, pastoral care and counseling. CPSP members maintain professional relationships with other persons in their institutions, their community, and with members of other professional organizations. [Standard 700.00]

CPSP recognizes that not all ethical issues can be detailed through this or any other code. Therefore, we depend on the professional judgment of our colleagues and agree to abide by and to engage their decisions. [Standard 620.7]

The CPSP Code of Professional Ethics

Respect

Colleagues, students, clients, parishioners, and patients deserve our respect. Therefore, CPSP members will not:

1. Discriminate on the basis of race, gender, age, religious background, cultural background, sexual orientation, or physical abilities.
2. Proselytize or impose their particular theology on others.
3. Exploit relationships or use relationships to their own advantage. Exploitation includes and is not limited to:
 - a. Emotional
 - b. Sexual
 - c. Financial
 - d. Social gain

Records, evaluations, personal notes, and conversations of those supervised or served will be kept confidential to the extent permitted by law, or other applicable regulations.

Commitment

CPSP members will maintain their commitment and remain in good standing with their:

1. CPSP Chapter
2. Faith group
3. Endorsing agencies or licensing body
4. Employing institution

CPSP members will take concerns of impairment, incompetence, or behavioral problems seriously. Concerns for such are required to be addressed within each Chapter.

Professionalism

CPSP members will continue to use their Chapters, as well as other resources, for professional and personal growth.

This includes such matters as:

1. Professional functioning
2. Religious or Spiritual wellbeing
3. Family and personal health

Professional Practice

1. CPSP members will represent their qualifications correctly, limiting their practice only to their level and area of certification.
2. CPSP members will keep accurate financial and training records, will be accurate in professional brochures, and will make timely responses to inquiries and applications.
3. CPSP members will follow nationally established guidelines in design of research projects involving human subjects and gain approval from the appropriate institutional review boards before commencing such research.

CPSP members have the freedom to share their private and public opinions, distinguishing these from the positions of CPSP.

The CPSP Ethics Complaint Protocol

Complaint Procedure

Any incident of ethical violation, or presumed violation, will be processed in the following manner:

1. The Chapter of any CPSP certified person making a complaint shall first review the grounds of the complaint to determine if the complaint has merit. In the event that a chapter determines a complaint has merit step two of this process shall be engaged.
2. Any person with an ethical complaint against a person certified by CPSP will first inform the General Secretary or President of the violation in writing, stating the exact nature of the complaint, the individual(s) against whom the allegation is made, and when the alleged event occurred. If the General Secretary and President are both objects of the grievance, the complaint will be filed with the immediate Past President.
3. The officer receiving the complaint will immediately notify the Chapter Convener of the person against whom the complaint is registered. The Chapter convener, with the officer delivering the complaint, will decide if the complaint has merit within thirty days. If the complaint is deemed without merit, the complainant will be notified to that effect. If the complaint is judged to have merit, it will be referred to the Chapter where the object of the complaint has credentials.
4. The Chapter within thirty days of receiving the complaint will process it, interview the parties as needed, and make a judgment on any appropriate recompense or penalties required, and notify the complainant of such.
5. The interview process will allow for the person against whom the complaint has been made to have an opportunity to respond to the allegations. As in all matters of Chapter life, an outside consultant will serve in consultation to the Chapter. For ethical complaints, the outside consultant will be appointed by the Governing Council in consultation with the Chapter, the person against whom the complaint has been made, and the person making the complaint.
6. If the complainant is not satisfied with the Chapter's judgment, he or she may, within thirty days, again notify the General Secretary, or President, who will together create a Panel to review the complaint and the Chapter's decision. The Panel is to convene within thirty days of the request. The Panel may sustain the Chapter's decision or overrule it and make its own decision, and notify the complainant and the person against whom the complaint has been made.

(Complaint Procedure, continued)

- 7.** If the person against whom the complaint has been filed is not satisfied with the Chapter's judgment, he or she may, within thirty days, again notify the General Secretary, or President, who will together create a Panel to review the complaint and the Chapter's decision. The Panel is to convene within thirty days of the request. The Panel may sustain the Chapter's decision or overrule it and make its own decision, and notify the complainant and the person against whom the complaint has been made.
- 8.** The Panel's decision may be appealed to the Executive Committee, within the next thirty days. If the complainant is not satisfied, he or she may appeal next to the Governing Council within thirty days. The decision of the Governing Council will be final.
- 9.** The Person against whom the complaint is made may similarly appeal to the Executive Committee, within the next thirty days. If the person against whom the complaint has been made is not satisfied with the decision of the Executive Committee, he or she may appeal next to the Governing Council within thirty days. The decision of the Governing Council will be final.
- 10.** The Chapter, in consultation with the Governing Council, shall monitor any complaints made against its members, with a mindset toward redemption and restoration as well as that of justice.
- 11.** It is the responsibility of the Chapter Life Committee to provide consultation to Chapters regarding training and resources for dealing with ethical concerns.

Standards

700.00 All CPSP certified and non-certified members, students and trainees are required to maintain the highest level of personal, professional, moral and ethical standards. When moral and ethical standards are in question, the Chapter will initiate a meeting for engaging the person and issue. These engagements are expected to be redemptive and problem solving in intent and nature.

620. Duties of a Chapter

620.3 Each Chapter will provide support, guidance, full accountability, consultation and continuing education for its members' life and practice of ministry under the auspices of CPSP.

620.6 Each Chapter will annually assess each member's competency to practice and each member's fidelity to the ongoing life of the Chapter. It will recommend to the CPSP Governing Council matters of discipline, sanctions, or termination of membership. An annual Chapter Report will be sent to the CPSP Administrative Assistant by January 31st of each year, for review by a member of the Executive Committee, prior to the Governing Council meeting.

620.7 Each Chapter will work to resolve any grievances that are filed, and, if unresolved, will refer those grievances to the CPSP Governing Council.