Addressing Unethical Behaviors. As a professional counsellor working in any organisation, it is essential to uphold ethical standards to ensure the delivery of effective services to clients. However, the reality is that there may be instances where administrators or other personnel within the organisation engage in behaviours that are considered unethical and compromise the quality of care. In this essay, we will explore the steps to be taken when faced with such a dilemma and the fears and concerns that might arise.

**Addressing Unethical Behavior**



The first step in addressing unethical behaviour is to recognise and identify the actions or practices contrary to professional and ethical guidelines. These behaviours may vary depending on the context and organisation, but some common examples include breaching client confidentiality, engaging in discriminatory practices, manipulating documentation, or compromising client safety. Professional counsellors must be familiar with their field's ethical codes and standards to assess whether specific actions are unethical accurately.

Taking Action Once the unethical behaviour has been identified, it becomes the counsellor's responsibility to take appropriate action. Here are several steps that can be followed to address this problem:

Documentation: The counsellor should document unethical behaviour as accurately and objectively as possible. This documentation serves as evidence and helps provide a clear account of the situations encountered. Internal Reporting: The next step is to report unethical behaviour to the appropriate individuals within the organisation. This might involve supervisors, administrators, or an ethics committee. The counsellor should follow the established reporting procedures and channels, ensuring confidentiality is maintained throughout the process.

**Seeking Consultation about Addressing Unethical Behavior**

It can be helpful for the counsellor to seek consultation from colleagues, supervisors, or other trusted professionals. This step provides an opportunity to discuss the situation, gain insights, and explore potential courses of action. Consulting with others can also offer emotional support during a potentially challenging process.

Collaboration: In some cases, collaborating with other counsellors who share similar concerns can increase the report's impact. Joining forces can lead to a more comprehensive and persuasive case, potentially influencing the organisation to address unethical behaviour more effectively. Advocacy and Education: Advocating for ethical practices and raising awareness about the importance of adherence to ethical standards can positively impact the organisational culture. This can be done through workshops, training sessions, or participating in committees focused on moral issues.

**Fears and Concerns Addressing Unethical Behavior**

https://youtu.be/0SLb6O9Rx-U

While acting against Addressing Unethical unethical behaviour is crucial, legitimate fears and concerns may arise for the counsellor. Here are some common fears and anxieties and how to address them:

Retaliation: Fear of retaliation, such as negative evaluations, reduced opportunities for professional growth, or even termination, is a legitimate concern. The counsellor must understand their employee's rights and protections to mitigate this risk. Seeking support from professional associations or legal resources can provide guidance and reassurance. Professional Reputation: There may be concerns about damaging professional relationships or reputation when reporting unethical behaviour. However, it is essential to remember that prioritising client welfare and maintaining professional integrity should take precedence over personal relationships. Acting ethically ultimately strengthens the counsellor's reputation in the long term.

Organisational Culture to Addressing Unethical Behavior The counsellor might worry about the impact of their actions on the overall organisational culture. By reporting unethical behaviour, they may fear a negative backlash or that their concerns will be dismissed. However, it is crucial to remember that addressing unethical behaviour promotes a healthier and more ethical work environment, benefiting clients and colleagues in the long run.

Emotional Toll: Reporting Addressing Unethical Behavior can be emotionally challenging, leading to stress, anxiety, or feelings of isolation. Seeking support from colleagues, supervisors, or professional counsellors can help alleviate the emotional burden and provide guidance on self-care strategies.

**Conclusion to Addressing Unethical Behavior**

Addressing unethical behaviour in a professional counselling setting requires courage, commitment to ethical principles, and adherence to established procedures. By documenting incidents, reporting to appropriate authorities, seeking consultation, and advocating for ethical practices, counsellors can play a pivotal role in promoting clients' highest standards of care. While fears and concerns may arise, understanding rights and protections, prioritising client welfare, and seeking support from trusted sources can help navigate these challenges. By acting against unethical behaviour, counsellors contribute to a culture of integrity and professionalism within their organisations, ultimately benefiting clients and the counselling profession. ide

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