



**2006 Social Work
Ethics Summit**

*Examining the NASW Code of Ethics
in Today's Practice World*

SUMMARY REPORT & RECOMMENDATIONS

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BACKGROUND

The development of the *NASW Code of Ethics* has been an evolutionary process. The *Code* has been revised four times since its inception in 1960, with the last revision occurring in 1999. Today, the *NASW Code of Ethics* sets forth the values, principles and standards that guide social workers' conduct in all practice areas. It has been adopted by many organizations and has been incorporated into several state social work licensing laws. The *Code* is used as a model across the United States and worldwide.

It has been a decade since the last significant revision of the *NASW Code of Ethics* was adopted by the NASW Delegate Assembly. Since this time, there have been significant societal changes, in some instances revolutionizing the way we proceed with our professional and daily lives. Issues such as terrorism, technology, privacy and confidentiality, natural disasters, pandemics and globalization have directly affected social work policy, practice and education. An examination of the *Code*, its continuing relevance, and the prospect of revisions seemed both timely and fitting in light of national and world events. On September 8 and 9, 2006, NASW convened its first Social Work Ethics Summit in Washington, DC. The Summit convened a diverse group of social work professionals to facilitate two days of thought provoking dialogue addressing social work ethics in today's world and proactively set an agenda to address the most pressing issues in social work ethics.

The 2006 Ethics Summit was spearheaded by NASW's National Ethics Committee and came to be as a result of the efforts and financial support of NASW, the Legal Defense Fund, the Social Work Ethics and Law Institute and the Wichers Ethics Education Fund.

SUMMIT OVERVIEW

At the conclusion of this two-day meeting, the overall consensus among Summit participants was that the *Code* does not need to be revised. Instead, efforts to develop educational, practice and evaluation tools, as well as collaboration between NASW and other major social work organizations to enhance social work practice, should be the focus for the future.

The process that resulted in this consensus was framed by an agenda that included a historical examination of the *NASW Code of Ethics* and posed three specific questions related to the teaching and application of the *Code of Ethics*. Each question was examined by a panel of social workers with relevant expertise and experience. The panelists represented various perspectives of social work practice including academia, licensing and regulation and social work attorneys, with representatives from NASW, the Council on Social Work Education, and the Association of Social Work Boards. In addition to framing the discussion, the questions gave rise to additional questions for future deliberation and sparked dialogue that all agreed should continue in the years to come.

The first day of the Summit was divided into four panel discussions, and the second day served as a think tank that resulted in the development of recommendations for future study, dialogue and action.

Panelists initiated the two day meeting with an historical examination of the *NASW Code of Ethics*, discussing the various stages of the emergence and evolution of ethics in social work. This discussion also highlighted the actual revision and implementation process with each edition of the *NASW Code of Ethics* and concluded with an exploration of the challenges and emerging issues surrounding the content and application of the *Code*.

Subsequent panels examined three questions that encompassed some of the most salient issues surrounding social work ethics.

The Role of the *NASW Code of Ethics* in Education

A panel composed of representatives from the Council on Social Work Education, Association of Social Work Boards, NASW Insurance Trust and the legal profession, explored the role of the *NASW Code of Ethics* in ethics education.

With more regulation of the profession, there is a greater emphasis on ethics education in social work. Schools of social work require varying hours of ethics education at the BSW and MSW level. Moreover, many state licensing boards have introduced and/or increased mandatory ethics continuing education hours as a condition for the renewal of licensure. CSWE, ASWB and NASW are among the most influential entities in social work ethics education. An understanding of each entity's role and an appreciation and respect for how we work together to promote social work ethics education is key to producing professional social workers with high standards of ethical practice. This panel examined the application of the *NASW Code of Ethics* in relation to how social workers are being educated and regulated. Some of the questions explored included: How effective is the *NASW Code of Ethics* in providing the foundation for ethics education? In what ways can the *Code* be enhanced to increase the understanding of ethical decision making? What is the expectation of CSWE with regard to the teaching of ethics in schools of social work? What are the conflicting opinions that exist in this area and how might they be resolved? What does ASWB see as the needs to be met in ethics continuing education? How do we address issues of varied and conflicting professional codes?

The Relationship between the *NASW Code of Ethics* and State Law and Regulations

A discussion led by panelists representing NASW Legal Defense Fund, state social work boards and NASW National Ethics Committee, explored the relationship between licensing board professional review processes and NASW's professional review process.

There are several key methods of protecting the practice of social work and the consumers of social work services. They include state licensing boards and the NASW professional review process, as well the legal system (involvement of the courts). This discussion addressed issues around the application and integration of the *NASW Code of Ethics* with other standards such as state licensing laws and regulations. To date, twenty three states have incorporated the *Code* into their social work licensing laws. This intersection between professional ethical standards and coexisting state established legal requirements poses important questions for consideration. What is the relationship between the state licensing boards and NASW's professional review process? Is there a need for the integration of the two roles? How is the *Code* being applied in developing state licensing laws and what are the concerns, if any, being expressed by state boards regarding the *Code's* application? What do court decisions that address the *NASW Code of Ethics* suggest about how it may be most effectively used by the profession?

The *NASW Code of Ethics* and Today's Social Work World

This topic was addressed from the varied perspectives of direct service social workers in rural community, school social work and child welfare settings.

With the evolution and expansion of the social work profession and modes of practice, the current edition of the *Code* is faced with the challenge of addressing dilemmas that were not concerns at the time of its latest revision. Developments in technology have changed the face of the profession, bringing concerns regarding confidentiality, consent and other issues to the forefront of practical ethical decision making. Moreover, emerging areas of practice such as bioethics and genetics, naturopathic clinical interventions, coaching, and dual specialties for social workers raise additional ethical questions. With these and other contemporary developments, is the *Code* sufficiently broad or inclusive to provide responses to our changing practice world? Is it a realistic expectation that the *NASW Code* cover all needs of the social work profession or is it likely that we should expect areas of specialty to require more specific codes?

Recommended Next Steps

Recommendations for action were offered throughout the course of the 2006 Social Work Ethics Summit by panelists and participants. The recommendations reported here reflect the essence of the suggestions offered with the understanding that there was not a formal vote on these items. Thus, the report identifies major areas for further review by the social work community, including NASW, regarding professional ethics. Specific measures by social work organizations would be necessary in order to adopt the recommendations or to move forward with specific action items.

Recommendations: Ethics and Education

The recommendations for this panel focused on a need for collaboration between NASW and the major social work educational organizations to enhance ethical social work practice. The discrete recommendations all pointed to the need to examine more closely how social work ethics are conveyed throughout the professional education process and how social work faculty are qualified to teach ethics.

- Convene NASW, CSWE, NADD and other major social work organizations to discuss a vision or plan for the future of ethics in the curriculum.
- Improve admissions processes to screen out inappropriate entrants into the social work field.
- Examine the content, methodology, outcomes and efficacy of ethics education at schools of social work. Evaluate the instruments used to measure social work ethics training and its efficacy. Survey educational institutions to determine the number of discrete social work ethics courses offered and the measures used to evaluate the effectiveness of these courses.
- Highlight ethics through specific courses, programs and activities such as:
 - a. an “ethics boot camp” to educate social work faculty at all levels
 - b. student participation in city/state/ regional “ethics bowls”
 - c. ethics training for participants at CSWE’s institutes.
- Develop minimum standards (such as a train-the trainer certification) as a prerequisite for teaching social work ethics.
- Increase awareness among social work faculty of the *Code of Ethics*’ broad applicability as a national set of social work standards regardless of a social worker’s licensure or NASW membership status or formal adoption of the *Code* by state regulators.

Recommendations: Ethics and State Licensing Laws

The recommendations that emerged from this panel and discussion identified key actors to address various social work ethics issues. These suggestions were greeted without significant controversy in that they tended to seek positive change through evaluation, collaboration, and expansion of knowledge and were not unreasonably prescriptive.

- NASW should streamline and review the ethics adjudication process to avoid redundancy and allow states to have primary responsibility over adjudication and increase the efficiency of NASW’s surrogate ethics complaint process.

- Develop relationships between NASW chapters and social work boards to reduce duplication of efforts and to articulate common goals. Provide NASW chapter executives with training regarding state regulatory bodies and include representatives of state boards and/or ASWB. Provide examples of how chapters relate to social work boards in the various states.
- Ask CSWE to review the accreditation standards for ethics education in degree programs. Specifically, CSWE should review the curriculum requirements to include specific information about the *NASW Code of Ethics* and how it fits into the state social work regulations. Schools of social work should offer or require a presentation about licensing and ethics.

Recommendations: Addressing the *Code* in Today's Practice World

Overall, these recommendations indicated a need to develop tools and resources to assist social workers in applying the *NASW Code of Ethics* to specific practice settings and situations. Suggestions addressed how to accomplish this, specifically by utilizing Web-based technology to create living documents and tools that respond to emerging needs and dilemmas. NASW resources could be developed to address this set of recommendations.

- Increase the resources, tools, and products to assist in interpreting the *NASW Code of Ethics* in a wide variety of specialized practice settings, including the LGBT community, rural practice, child welfare, emerging practice areas, and others. One means to address this is to revise materials such as “Current Controversies in Ethics” for specialty practice areas.
- Enhance the NASW ethics Web page with FAQs, creating user-friendly links to pertinent NASW departments and resources, offering an ethics “Case of the Month,” and “Top 10” ethics questions in each of the specialty practice areas.
- Create CEU opportunities on the Web and link ethics to standards of practice.
- When ethics resources are developed, materials should clearly highlight unethical practice in social work and distinguish this from decisions involving conflicts between competing ethical standards.
- Identify tools to develop the critical thinking abilities needed for ethical decision making.
- Develop social work ethics education tools for employers of social workers.

Summit Participants

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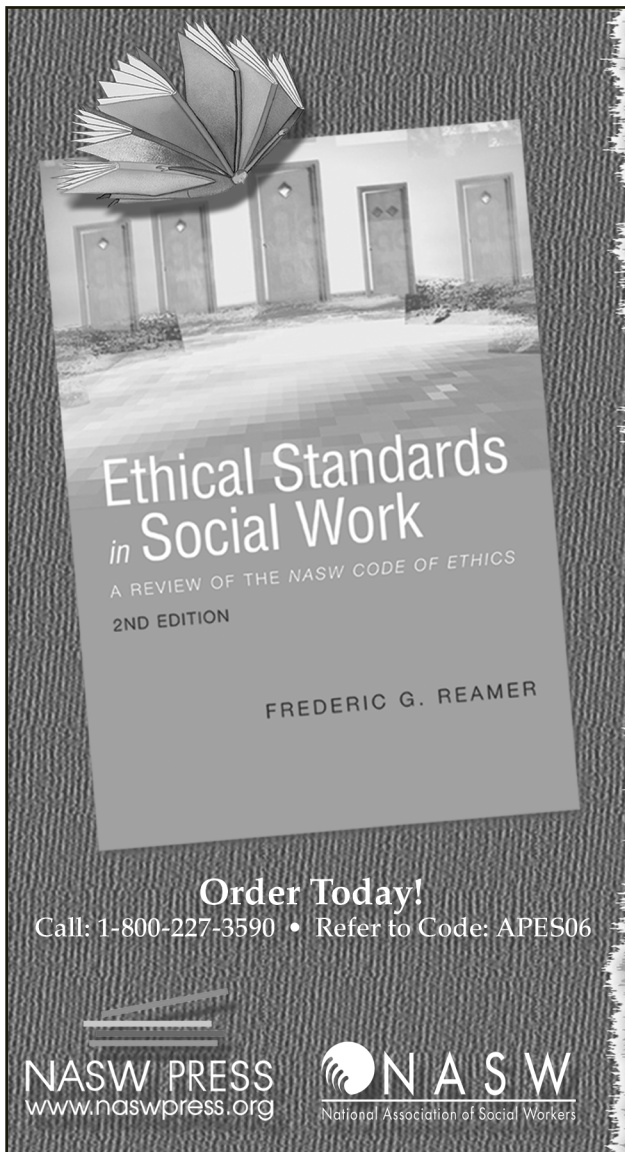
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National Association of Social Workers

APPENDIX

**States that Reference the
NASW Code of Ethics in Statute or Regulation**

PREPARED BY:

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States that Reference the *NASW Code of Ethics* in Statute or Regulation

States	Legal Citation	Relevant Text of Regulation or Statute	Uses
Alaska	Alaska Administrative Code, 12 AK ADC § 18.150 http://www.touchnngo.com/lglent/akstats/aac/title12/chapter018/section150.htm	A social worker licensed in this state shall adhere to the code of ethics adopted by the Board of Social Worker Examiners under this section. The board hereby adopts the Code of Ethics of the National Association of Social Workers, Inc., 1999 edition, as the code of ethics for social workers licensed in this state.	A (1999) B
California	California Code of Regulations, 5 CA ADC § 80632.3 http://government.westlaw.com/linkedslice/search/default.asp?tempinfo=find&RS=GVT1.0&VR=2.0&SP=CCR-1000 (Type in Title “5”; Section “80632.3”)	(a) In addition to the knowledge requirements contained in Section 80632.1, the following specialized skills and knowledge shall be required for all persons seeking a Pupil Personnel Services Credential with the Advanced Specialization in School Social Work. (6) CODE OF PROFESSIONAL ETHICS, to include: (A) Knowledge, including: 1. The Code of Ethics of the National Association of Social Workers (NASW) and of the NASW Standards for Social Work Practice in the schools. 2. The joint policy statement of NASW and the National Education Association and other related professional organizations. (B) Skills, including: Applying the NASW Code of Ethics to school-site situations.	C (school social workers)

Uses of the *NASW Code of Ethics*:

- A – A specific version or edition of the *Code* is referenced.
- B – The *Code* is incorporated in its entirety as a rule of conduct.
- C – Application of the *Code* is limited to a specific setting.
- D – *NASW Code* included in social work practice definition.
- E – Statement of adherence to *Code* required.
- F – *NASW Code* as part of continuing education requirements.

States	Legal Citation	Relevant Text of Regulation or Statute	Uses
Connecticut	Regulations of Connecticut State Agencies, CT ADC § 19-13-d4b http://www.dph.state.ct.us/phc/docs/38_Short-term_Hospitals.doc	(g) Social work service: (1) There shall be a written Plan with clearly defined written Policies governing the delivery of social work services in the hospice in-patient, out-patient and hospice-bed home care program which shall include a procedure for reporting problem areas to the administrator, recommended solutions, and identify action taken. These policies shall incorporate the current standards, guidelines, and code of ethics determined by the National Association of Social Workers.	C (hospice social work)
District of Columbia	Code of District of Columbia Municipal Regulations, 17 DC ADC § 7011	Any holder of a license under this Chapter or any person authorized to practice social work or to perform social work functions under this Chapter shall comply with the standards of ethical and professional conduct established by the National Association of Social Workers in its publication entitled “Code of Ethics,” as it may be amended or republished from time to time.	B
Illinois	Illinois Administrative Code, 68 IL ADC § 1470.96 http://www.ilga.gov/commission/jcar/admincode/068/06801470000960R.html	(b) The Division hereby incorporates by reference : (1) the “Code of Ethics of the National Association of Social Workers,” National Association of Social Workers, 750 First Street NE, Suite 700, Washington, D.C. 20002-4241, July 1, 1999, with no later amendments or editions . . .	A (1999) B

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States	Legal Citation	Relevant Text of Regulation or Statute	Uses
Iowa	Iowa Administrative Code, IA ADC 645-282.2(154C) http://www4.legis.state.ia.us/IA/Chtml/645.htm	282.2(18) Relationship between the board's rules of conduct and the National Association of Social Workers (NASW) Code of Ethics. The NASW Code of Ethics is one resource for practitioners with respect to practice and ethical issues, and selected sections from the NASW Code of Ethics have been incorporated into the rules of conduct. A Licensee's professional conduct is governed by the board's rules of conduct, and a licensee may be disciplined for violation of these rules.	B (selected sections of the Code)
Maine	Code of Maine Rules, ME ADC 02-416 Ch. 16, § 3 http://www.maine.gov/sos/cec/rules/02/416/416c016.doc	The statutory grounds for discipline set forth in this subsection shall have the following meanings: 3. Gross Negligence, Incompetency or Misconduct Gross negligence, incompetency, or misconduct in the practice of professional social work includes, but is not limited to: G. Engaging in conduct which violates the Code of Ethics adopted by the National Association of Social Workers in 1997 and revised in 1999. The board incorporates the Code of Ethics into this chapter by reference. The Code of Ethics may be obtained from: National Association of Social Workers 750 First Street, NE, Suite 7000 Washington, D.C. 20002-42041 http://www.socialworkers.org In the event of any conflict or inconsistency between the NASW Code of Ethics and this chapter, the provisions of this chapter shall govern . . .	A (1999) B
Massachusetts	Code of Massachusetts Regulations, 258 MA ADC § 20.01 http://www.mass.gov/dpl/boards/sw/cmr/25820.htm#20.01	A social worker shall not engage in unethical or unprofessional conduct. "Unethical or unprofessional conduct" includes, but is not limited to, the following: (10) Engaging in any course of conduct which is expressly prohibited by, or which constitutes a failure to conform to: (a) any provisions of the Code of Ethics of the National Association of Social Workers, as adopted by the 1979 NASW Delegate Assembly and amended from time to time hereafter, to the extent that said provision is not inconsistent with federal or state law . . .	B

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Minnesota	Minn.Stat. Ann. § 148D.010	Subd. 11. Professional social work knowledge, skills, and values. "Professional social work knowledge, skills, and values" means the knowledge, skills, and values taught in programs accredited by the Council on Social Work Education, the Canadian Association of Schools of Social Work, or a similar accreditation body designated by the board. Professional social work knowledge, skills, and values include, but are not limited to, principles of person-in-environment and the values, principles, and standards described in the Code of Ethics of the National Association of Social Workers.	D
Mississippi	Code of Mississippi Rules, MS ADC § 50 032 001	16. Any just and sufficient cause which renders a person unfit to practice social work or marriage and family therapy as determined by the Board but not limited to: a. An adjudication of mental incompetence by a court of competent jurisdiction. b. Practicing in a manner detrimental to the public health and welfare c. Revocation of a license by a licensing agency or certification by a certifying professional organization. d. Any other violation of this chapter or the code of ethical standards of the National Association of Social Workers, the American Association for Marriage and Family Therapy or other ethical standards adopted by the Board under the provisions of this chapter.	B
Missouri	Vernon's Ann. Mo.Stat. § 337.680	2. The committee may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any license required by sections 337.650 to 337.689 or any person who has failed to renew or has surrendered the person's license for any one or any combination of the following causes: (15) Being guilty of unethical conduct based on the code of ethics of the National Association of Social Workers.	B (adoption of NASW code implied)

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New Hampshire	New Hampshire Administrative Code, NH ADC MHP § 501.02 http://www.gencourt.state.nh.us/rules/mhp500.html	(a) A licensee shall adhere to the ethical principles of the profession in which they are licensed, as adopted by the following entities: (3) For clinical social workers' the National Association of Social Workers	B
Ohio	Ohio Administrative Code, OH ADC § 4757-5-01 http://onlinedocs.andersonpublishing.com/oh/lp/Ext.dll?f=templates&fn=main-h.htm&cp=OAC C (Click on section 4757, then click on section 4757-5, then click on section 4757-5-01)	(A) The Code of ethical practice and professional conduct constitutes the standards by which the expected professional conduct of counselors, social workers, and marriage and family therapists shall be measured. (3) The board subscribes to the codes of ethics and practice standards for counselors, social workers, and marriage and family therapists promulgated by the “American Counseling Association” and the “National Association of Social Workers” and the “American Association for Marriage and Family Therapy” which shall be used as aids in resolving ambiguities which may arise in the interpretation of the rules of professional ethics and conduct, except that the board’s rules of ethical practice and professional conduct shall prevail whenever any conflict exists between these rules and the professional association standards.	B

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Oklahoma	Oklahoma Administrative Code, OK ADC § 675:20-1-6 http://www.oar.state.ok.us/oar/codedoc02.nsf/frameMain?OpenFrameSet&Frame=Main&Src=75tnm2shfednm8pb4dthj0chedppmcbq8dtmmak31ctijujrgcln50ob7ckj42tbkdt374obdcli00_ (click “search code” and enter “675:20-1-6”)	The Code of Ethics of the National Association of Social Workers as approved by the 1996 NASW Delegate Assembly is hereby adopted in its entirety as an addition to the existing Code of Professional Conduct of the Oklahoma State Board of Licensed Social Workers.	A (1996) B

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Rhode Island	<p data-bbox="317 155 558 763">RI ST § 5-39.1-8</p> <p data-bbox="317 763 558 1192">Code of Rhode Island Rules, RI ADC § 15 050 001 http://www2.sec.state.ri.us/dar/reqdocs/released/pdf/DOH/DOH_421_.pdf</p>	<p data-bbox="558 155 1845 665">(c) <i>Prerequisites: "Licensed independent clinical social worker"</i>. A license for a "licensed independent clinical social worker" shall be issued to an applicant who meets the following qualifications:</p> <p data-bbox="558 292 1845 373">(d) In addition to these qualifications, an applicant for any of the these titles must prove to the board's satisfaction:</p> <p data-bbox="558 406 1845 633">(5) An absence of NASW sanction for violation of Code of Ethics, or other state board sanction which is subject to waiver by the board upon presentation of satisfactory evidence that this sanction does not impair the ability of the person to conduct with safety to the public the practice authorized by this license. The applicant bears the burden of proving that his or her sanction does not impair his or her ability to conduct with safety to the public the practice authorized by this license;</p> <p data-bbox="558 665 1845 682">.....</p> <p data-bbox="558 714 1845 1192">X. Definition For the purpose of administering Title 5, Chapter 39 of the General Laws as it relates to the registering of Social Workers the following definitions are adopted: 1. Clinical Social Work Defined A. "Clinical Social Work Practice" means the professional application of social work theory and methods to treatment and prevention of psychosocial dysfunction, disability or impairment including emotional and mental disorders. It is based on knowledge of one or more theories of human development within a psychosocial context. Clinical social work services consist of assessment, diagnosis, and treatment including psychotherapy, client-centered advocacy, consultation and evaluation. The process of clinical social work is undertaken within the objectives of social work and the principles and values contained in the National Association of Social Workers (NASW) Code of Ethics.</p>	<p data-bbox="1845 155 2011 763">Absence of NASW sanctions as basis for licensure</p> <p data-bbox="1845 763 2011 1192">D</p>

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South Dakota	<p>SD Codified Laws § 36-26-32; § 36-26-45</p> <p>Administrative Rules of South Dakota, SD ADC §</p>	<p>§ 36-26-32 The license of a certified social worker, social worker, or social work associate may be revoked, suspended, or canceled upon any one or more of the following grounds: (6) The licensee has been found in violation of the code of ethics of the National Association of Social Workers;</p> <p>.....</p> <p>36-26-45. "Clinical social work" defined Clinical social work is practiced by a social worker who has received a master's or doctoral degree and is licensed under § 36-26-14 or 36-26-17. Clinical social work includes individual, family, and small group psychotherapy. Clinical social work practice is the professional application of social work theory and methods to the treatment and prevention of psychosocial dysfunction, disability, or impairment, including emotional and mental disorders. It is based on knowledge of one or more theories of human development. Clinical social work services consist of assessment; diagnosis; treatment, including psychotherapy and counseling; client-centered advocacy; consultation; and evaluation. The process of clinical social work is undertaken within the objectives of social work and the principles and values contained in the National Association of Social Workers Code of Ethics as of January 1, 1995.</p> <p>.....</p> <p>§ 20:59:01:4.01: Additional information required to engage in private, independent practice of social work A. A licensed certified social worker who desires to engage in the private, independent practice of social work must include with the application the information requested by §§ 20:59:01:02.01, 20:59:01:07, and 20:59:01:07.01 and the following information: (2) The places and dates covering a total of 24 months during which the licensed certified social worker worked under supervision as defined in §§ 20:59:05:02 to 20:59:05:11, inclusive, in a social work capacity. The supervisor shall submit to the board a written statement certifying the following: (d) The licensed certified social worker's adherence to the "NASW Code of Ethics" as approved by the 1996 Delegate Assembly and revised by the 1999 NASW Delegate Assembly</p> <p>§ 20:59:02:03.03: Information required of equivalency applicants for a social worker license An equivalency applicant for a social worker license must include with the application the information required by §§ 20.599:01:02.01, 20:59:01:07, and 20:59:01:07.01 and the following information:</p>	<p>A (1995, 1999) B D E</p>

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	<p>20:59:01:04.01, 20:59:02:03.03, § 20:59:05:01, and § 20:59:05:09 http://legis.state.sd.us/rules/DisplayRule.aspx?Rule=20:59</p>	<p>(5) Statements from the supervisors on forms provided by the board validating the applicants full-time social work employment over a 24 month period. The supervisor shall certify the following: (c) The applicant’s adherence to the “NASW Code of Ethics” as approved by the 1996 NASW Delegate Assembly and revised by the 1999 NASW Delegate Assembly § 20:59:05:01: Supervision of a social work associate The supervision of a social work associate by a licensed social worker or a licensed certified social worker must include at least four contact hours each month. The licensee is responsible for having the licensee’s supervisor submit an annual report on a form provided by the board certifying the following: (3) The applicant’s adherence to the “NASW Code of Ethics” as approved by the 1996 NASW Delegate Assembly and revised by the 1999 NASW Delegate Assembly § 20:59:05:09: Additional supervisor responsibilities A supervisor shall comply with the supervisor’s ethical responsibilities as set forth in the “NASW Code of Ethics” as approved by the 1996 NASW Delegate Assembly and revised by the 1999 NASW Delegate Assembly . . .</p>	
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- A – A specific version or edition of the *Code* is referenced.
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States	Legal Citation	Relevant Text of Regulation or Statute	Uses
Tennessee	Tennessee Rules and Regulations, TN ADC § 1365-1-.13 http://state.tn.us/sos/rules/1365/1365.htm	(1)(a) All licensees and certificate holders shall comply with the code of ethics adopted by the National Association of Social Workers, 750 First Street, NE, Suite 700, Washington, DC 20002-4241, except to the extent it conflicts with the laws of the state of Tennessee or the rules of the matter. Violation of the code of ethics or state law or rules may subject a licensee or certificate holder to disciplinary action. (2) Each applicant certificate holder, or licensee is responsible for being familiar with and following the code of ethics.	B
Utah	Utah Administrative Code, UT ADC § R156-60a http://www.rules.utah.gov/publicat/code/r156/r156-60a.htm#T14	“Unprofessional conduct” includes: (24) failing to abide by the provisions of the Code of Ethics of the National Association of Social Workers (NASW) as approved by the NASW 1996 Delegate Assembly and revised by the 1999 NASW Assembly, which is adopted and incorporated by reference.	A (1999) B

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Virginia	Virginia Administrative Code, 18 VA ADC § 140-20- 105 http://leg1.state.va.us/cgi-bin/legp504.exe?2000+reg+18VAC140-20-105	<p>A. After April 25, 2003, licensed social workers and licensed clinical social workers shall be required to have completed a minimum of 30 contact hours of continuing education for each biennial licensure renewal. A minimum of two of those hours must pertain to the standards of practice and laws governing the profession of social work in Virginia, or the Code of Ethics of one of the social work professional associations listed under subdivision B 1 d . . .</p> <p>B. Hours may be obtained from a combination of board-approved activities in the following three categories:</p> <p>1. Category I. Formally Organized Learning Activities. A minimum of 20 hours shall be documented in this category, which shall include one or more of the following:</p> <p>d. Workshops, seminars, conferences, or courses in the behavioral health field offered by an individual or organization that has been certified or approved by one of the following:</p> <ol style="list-style-type: none"> (1) The Child Welfare League of America and its state and local affiliates. (2) The National Association of Social Workers. (3) The Association of Black Social Workers and its state and local affiliates. (4) The Family Service Association of America and its state and local affiliates. (5) The Clinical Social Work Federation and its state and local affiliates. (6) Individuals or organizations who have been approved as continuing education sponsors by the Association of Social Work Boards or any state social work board. 	F

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Washington	Washington Administrative Code, WA ADC § 181-78A-270 http://apps.leg.wa.gov/WAC/default.aspx?cite=181-78A-270	<p>(8) school social worker. Effective August 31, 1997, through August 31, 2005, school social worker candidates, in order to support student achievement of state learning goals and essential academic learning requirements, will complete a well-planned sequence of courses and/or experiences in which they acquire and apply knowledge about:</p> <p>(a) Knowledge for social work practice. The candidate has knowledge and skills in relevant fields of studying including:</p> <p>(i) Values.</p> <p>(A) Knowledge of professional including values, skills, and ethics; and</p> <p>(B) National Association of Social Workers (NASW) Code of Ethics and school social work guidelines for practice.</p> <p>(9) School social workers. Effective September 1, 2005, school social worker candidates, in order to support student achievement of the state learning goals and essential academic learning requirements, will complete formalized learning opportunities, including an internship, in an approved program that includes:</p> <p>(a) Successful demonstration of standards:</p> <p>(ix) Professional code of conduct and ethics: The certified school social worker understands, maintains, and applies the professional codes of conduct and ethical practice guidelines embodied in the National Association of Social Work (NASW) code ethics and the School Social Work standards developed for field education . . .</p>	C (school social work)

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West Virginia	West Virginia Code of State Rules, WV ADC § 25-1-2, § 25-1-4, § 25-1-7, § 25-1-9, and § 25-1-10 http://www.wvso.com/csr/verify.asp?TitleSeries=25-01	<p>§ 25-1-2: Definitions 2.4: “Code of Ethics” means the Code of Ethics of the National Association of Social Workers, Washington, DC which became effective on January 1, 1997 2.12: “Professional misconduct” or “unprofessional conduct” means any conduct by a licensed social worker cited in the Section 11 of this rule and other conduct not in compliance with the Code of Ethics. 2.14: “Social work ethics education” means a continuing social work educational program of fundamental values and ethical behaviors which constitute guidelines of professional behavior as delineated in the Code of Ethics of the National Association of Social Workers.</p> <p>§ 25-1-4: Code of Ethics 4.1: The Board adopts the National Association of Social Workers Code of Ethics, in the version effective January 1, 1997, and incorporates it by reference. 4.2: The Board may take disciplinary action against a licensee who fails to comply with this Code of Ethics.</p> <p>§ 24-1-7: Responsibilities of Licensees 7.3: A licensee or permittee shall abide by the provisions of the Code of Ethics of the National Association of Social Workers, which became effective on January 1, 1997. 7.4: Allegations of professional misconduct occurring prior to January 1, 1997 are judged against the version of the Code of Ethics in effect at the time of the alleged or proven professional misconduct.</p> <p>§ 25-1-9: Continuing Social Work Education Requirements for Providers 9.7: A certified or individually approved provider that offers a program on social work ethics shall arrange for the program to be taught by a licensed social worker who has a degree in social work from a program accredited by the Council on Social Work Education. The program shall incorporate the Code of Ethics of the National Association of Social Workers as a substantial part of the program.</p> <p>§ 25-1-10: Disciplinary Proceedings 10.1: Professional misconduct is conduct conducted by a license holder that includes, but is not limited to: 10.1.8: Failure to comply with the Code of Ethics of the National Association of Social Workers</p>	A (1997) B F

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Wyoming	Wyoming Rules and Regulations, WY ADC COM MC Ch 11 §§ 2-3 http://soswy.state.wy.us/RULES/3914.pdf	<p>Ch 11 § 2: Ethical Standards</p> <p>(b) Ethical standards incorporate and are based on the Code of Ethics and Professional Standards of the professional organizations. The published Code of Ethics and Professional Standards of the appropriate professional organization are adopted by reference herein and shall be used by the Licensee and Certificate and the Board to provide additional guidelines to ethical standards. These Codes of Ethics and Professional Standards are:</p> <p>(iii) For Licensed Clinical Social Workers, Provisional Clinical Social Workers, and Certified Social Workers – the National Association of Social Workers, “Code of Ethics” incorporated as Appendix E.</p> <p>Ch 11 § 3: Grounds for Disciplinary Proceedings</p> <p>A violation by a Licensee or Certificate of the ethical standards adopted by the professional organizations or the Board shall constitute unprofessional conduct and grounds for disciplinary action.</p>	B

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