NAVIGATING MULTIPLE RELATIONSHIPS IN SUPERVISION

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“The supervisor does not engage in multiple relationships with supervisees nor with supervisees’ significant others”

- ACES Best Practices, 2011
What kind of multiple relationships?

- Friend
- Peer
- Teacher
- Boss
- Clinical Supervisor
- Administrative supervisor
Ethical Codes: ACA

- A.6.a. Previous Relationships – addresses clients but could be applicable to supervision
- F.4.a. Informed Consent for Supervision
- F.7.g. Student-to-Student Supervision and Instruction
- F.11.c. Multicultural/Diversity Competence
Ethical Codes:

"ensure that the relationship is properly managed"

NBCC
Ethical Codes: AMHCA

3.C. When a dual/multiple relationship cannot be avoided, mental health counselors take appropriate professional precautions such as informed consent, consultation, supervision and documentation to ensure that judgment is not impaired and no exploitation has occurred.
○ 3.6 communicates to the counselor a knowledge of ethical considerations that pertain to the supervisory process, including dual relationships, due process, evaluation, informed consent, confidentiality, and vicarious liability
○ 4.2 Counselor is sensitive to the counselor’s personal and professional needs
○ 4.4 is sensitive to the evaluative nature of supervision and effectively responds to the counselor’s anxiety relative to performance evaluation
○ 5.7 clarifies his/her role in supervision
What do we do?

- Document
- Discuss
References