FULL-DAY LIVE VIRTUAL OR IN-PERSON TRAINING

Ethics for the Real World: Full-Day Intensive

FORMAT Live and interactive on Zoom (synchronous), or in person

DURATION 7 Hours (6 Hours of Instruction) **TIME** 9:00 AM – 4:00 PM ET **TRAINER** Ashley Fiore, LCSW **TOTAL CES** 6.0 NBCC (Ethics)

On Zoom, participants take part in real-time discussion, polling, Q&A and small-group case consultation in breakout rooms. A computer with camera, microphone and the current version of Zoom is required.

CE Credits Available: 6.0 NBCC CE hours in ethics · NBCC ACEP No. 8098 · Full attendance and post-training evaluation required for CE credit

SESSION AGENDA

TIME (ET)	CES	TOPIC AND CONTENT (TEACHING METHODS)
9:00 – 10:30	1.5	**Values, Beliefs, and the Ethical Identity of the Clinician** *(Individual reflection, values sorting activity, small- and large-group discussion)* Rarely black or white: right vs. right, right vs. wrong, wrong vs. wrong in trauma practice · "This or That" icebreaker: where values come from and how they shape clinical decisions · Values sorting activity: operationalizing core beliefs into observable behaviors · Small group: building guiding principles for ethical practice · Adult learning principles and creating a culture of learning · What practicing ethically looks like day to day
10:30 – 10:45		Break (15 minutes)
10:45 – 12:15	1.5	**Ethical Challenges in CAC and Trauma Settings: Boundaries, Dual Relationships, MDT Dilemmas and Cognitive Bias** *(Large-group discussion, small-group case consultation, think-pair-share)* Does the setting matter? Unique ethical challenges in CACs vs. community mental health · Who is the client? Safety, information sharing, trauma narration, court, and MDT dynamics · Boundaries and dual relationships: role conflict, rural realities, and competing obligations · Mandated reporting gray areas and confidentiality in MDT settings · MDT Dilemma #1: abuse vs. neglect at trial · MDT Dilemma #2: PSB, stigma, confidentiality, and advocacy under peer pressure · Cognitive bias and the overconfidence cycle
12:15 – 12:45		Lunch (30 minutes)
12:45 – 2:15	1.5	**Fundamental Principles, a Decision-Making Process, and Case-Based Application** *(Didactic instruction, small-group brainstorm, Hot Potato case consultation)* 9 fundamental ethical principles common to all mental health disciplines · Four principles of ethics: Beneficence, Nonmaleficence, Autonomy, and Justice (Varkey, 2021) · A nine-step process for ethical decision making (Pope et al., 2021) · Hot Potato case consultation: caregiver harm, co-worker impairment, duty to warn, resource allocation, adolescent PSB and parental rights · Ethical use of evidence-based treatments: documentation integrity, scope of practice, and knowing when a model does not fit
2:15 – 2:30		Break (15 minutes)
2:30 – 4:00	1.5	**Competence, Confidence, and Sustainable Ethical Practice** *(Didactic instruction, polling, private reflection, think-pair-share, small-group application)* Competence across disciplines (NASW, APA, NBCC standards) · Self-assessment bias (Walfish et al., 2012) · Confidence vs. accuracy (Garb, 1998) · Feedback-informed treatment and the therapeutic alliance (Prescott et al., 2017) · Self-care as ethical practice: moral injury, compassion satisfaction, and knowing your limits · Creating psychological safety: mistakes, humility, rethinking · Start, Stop, Build: putting it into practice by next Tuesday

LEARNING OBJECTIVES

Upon completion of training, participants will be able to:

1. Identify personal values and beliefs that shape ethical decision-making and translate them into observable practice behaviors
2. Analyze ethical challenges common in CAC and trauma settings, including boundaries, dual relationships, MDT dilemmas and cognitive bias
3. Apply four core ethical principles (Varkey, 2021) and a nine-step decision-making process (Pope et al., 2021) to clinical case scenarios
4. Evaluate their own competence using self-assessment and feedback-informed practice
5. Develop a personal plan for sustainable ethical practice that addresses moral injury and burnout

Reminder for CE Credit: Attendance for the full training is required, and partial credit is not available. Complete the post-training evaluation to receive your CE certificate, which is issued within 5 business days.

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ATTENDANCE AND CE CREDIT

Attendance is tracked with Zoom participant reports, which record each participant's join and leave times as the official record of participation. Please join using your full name as registered. Joining under a nickname, a colleague's name, or a partial name may delay your certificate.

To receive CE credit, you must attend the entire training and complete the post-training evaluation. **Partial credit is not available**, and certificates can't be issued for watching a recording in place of live attendance. Certificates are issued within 5 business days of completing the evaluation.

If a technical problem pulls you out of the session, rejoin as quickly as you can and let the trainer know. If you can't get back in, email ashley@ashleyfiore.com within 24 hours and we'll transfer you to a future offering at no cost.

REGISTRATION, REFUNDS, AND CANCELLATION

PARTICIPANT REFUND POLICY

30 or more days before: full refund minus a $15 administrative fee. Email ashley@ashleyfiore.com to cancel.

Fewer than 30 days before: no refund, but you may transfer to a future offering of any workshop within 12 months, or send a colleague in your place, at no cost.

Within 48 hours of the training, or a no-show: no refund or transfer. A colleague may still attend in your place if you let us know before the training starts.

Emergencies. We understand that emergencies happen. If something unexpected comes up, please reach out and we'll do our best to work with you.

CANCELLATION BY ASHLEY FIORE, LCSW PLLC

If Ashley Fiore, LCSW PLLC cancels or reschedules a training for any reason, including low enrollment or instructor illness, you'll be notified promptly and offered a full refund or a free transfer, whichever you prefer.

Ashley Fiore, LCSW PLLC is not responsible for travel or other costs participants incur.

ACCESSIBILITY

We want everyone to be able to participate fully. If you need an accommodation, such as captioning, materials in an alternate format, or scheduled breaks, please email ashley@ashleyfiore.com at least 10 business days before the training, and we'll work with you to arrange it.

GRIEVANCE POLICY

If you have a concern about a training, including course content, the trainer, the facility or platform, a refund request, or a certificate you haven't received, please email ashley@ashleyfiore.com within 30 days of the training. We'll acknowledge your concern within 5 business days and work toward a resolution within 30 days.

Geoff Sidoli, MSW, LCSW, our social work planner, takes part in resolving every grievance from a social worker, so each concern is reviewed by a licensed social worker other than the CE director. We keep a record of each grievance and the steps taken, share it with ASWB or NBCC when requested, and report complaints to NBCC as its policy requires. Every concern is used to improve future trainings.

CE APPROVALS

NBCC. Ashley Fiore, LCSW, PLLC has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 8098. Programs that do not qualify for NBCC credit are clearly identified. Ashley Fiore, LCSW, PLLC is solely responsible for all aspects of the programs.

Questions about registration, CE credit, or policies? ashley@ashleyfiore.com | (828) 230-1637 | 725 Merrimon Ave. #8337, Asheville, NC 28804

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