

FULL-DAY LIVE VIRTUAL OR IN-PERSON TRAINING

Ethics for the Real World: Values, Core Principles, Competence & Evidence-Based Practice

- **FORMAT:** Live Virtual (Synchronous) or In Person
- **TIME:** 9:00 AM – 4:00 PM ET
- **TRAINER:** Ashley Fiore, LCSW
- **DURATION:** 6 Hours of Training Content
- **TOTAL CES:** 6.0 NBCC

CE Credits Available: 6.0 NBCC CEs · NBCC ACEP No. 8098 · Post-training evaluation required for CE credit

SESSION AGENDA			6.0 CEs This Day
TIME (ET)	CES	TOPIC AND CONTENT (TEACHING METHODS)	
9:00 – 10:30 ET	1.5	Values, Beliefs, and the Ethical Identity of the Clinician <i>(Individual reflection, values sorting activity, small and large group discussion)</i> Rarely is it 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: identifying core beliefs and operationalizing them into observable behaviors · Small group: building guiding principles for ethical practice · Adult learning principles and creating a culture of learning · What does practicing ethically actually look like day to day?	
10:30 – 10:45 ET Break			
10:45 – 12:15 ET	1.5	Ethical Challenges in CAC & Trauma Settings: Boundaries, Dual Relationships, MDT Dilemmas & Cognitive Bias <i>(Large group discussion, small group case consultation, think-pair-share)</i> 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: being wrong when you thought you were right; finding vs. proving the truth	
12:15 – 12:45 ET Lunch			
12:45 – 2:15 ET	1.5	Fundamental Principles, a Decision-Making Process & Case-Based Application <i>(Didactic instruction, small group brainstorm, Hot Potato case consultation activity)</i> 9 fundamental ethical principles common to all mental health disciplines — table brainstorm · 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 and dual relationships, co-worker impairment and documentation fraud, moral injury and systems challenges, confidentiality vs. duty to warn, resource allocation, immigration and client safety, 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 ET Break			
2:30 – 4:00 ET	1.5	Competence, Confidence & Sustainable Ethical Practice <i>(Didactic instruction, polling, private reflection, think-pair-share, small group application)</i> Competence across disciplines: are we practicing outside our area of expertise? (NASW, APA, NBCC standards) · Determining our competency: self-assessment bias (Walfish et al., 2012) · Confidence vs. accuracy — the loudest voice is not necessarily correct (Garb, 1998) · Feedback-informed treatment and the therapeutic alliance (Prescott, Maeschalck & Miller, 2017) · Self-care as ethical practice: moral injury, compassion satisfaction, and knowing your limits · Cognitive vs. emotional empathy: staying grounded to prevent burnout and secondary trauma · Creating psychological safety: mistakes, humility, rethinking · Start / Stop / Build: putting it into practice by next Tuesday	

ATTENDANCE TRACKING AND CE CREDIT POLICY

Attendance is tracked via Zoom participant logs, which record each participant's join and leave times as the official record of participation. Please join using your full legal name as registered. Joining under a nickname, a colleague's name, or a partial name may result in a delay or inability to issue your CE certificate.

CE credit is calculated based on documented participation time and issued in quarter-hour increments (1 CE hour = 60 minutes). Participants present for the full training receive the maximum CE hours offered; those missing a portion receive prorated credit accordingly. CE certificates cannot be issued for viewing recordings in lieu of live attendance.

If you experience a technical issue or must step away, please rejoin promptly and notify the trainer. If a technical issue prevents you from rejoining, contact ashley@ashleyfiore.com within 24 hours of the training.

REGISTRATION AND REFUND POLICIES

PARTICIPANT REFUND POLICY	CANCELLATION BY ASHLEY FIORE, LCSW PLLC
60+ days before training: Fully refundable or transferable to another training. 30 to 59 days before: Gift coupon for 50% of registration fee toward another training. No cash refund. Less than 30 days before: No refund. Consultation registration: Not refundable or transferable due to limited call group space. Extenuating circumstances: Exceptions may be made for medical emergencies at Ashley Fiore, LCSW PLLC's discretion.	Ashley Fiore, LCSW PLLC reserves the right to cancel any training due to unforeseen circumstances, including insufficient enrollment, instructor illness, or other factors beyond our control. In the event of cancellation, participants will be notified promptly and offered alternative dates or a full refund. Ashley Fiore, LCSW PLLC shall not be held liable for costs incurred by participants, including travel expenses.
PARTICIPANT SUBSTITUTION POLICY	TRANSFER OF REGISTRATION POLICY
If a registered participant is unable to attend, they may request to substitute another individual in their place. Requests are assessed based on program capacity, eligibility criteria, and training requirements. Provide the substitute's name, contact information, and relevant qualifications. Approved substitutions confirmed in writing; fee differences reconciled. Denied requests communicated in writing within 5 business days.	A registered participant may request to transfer their registration to an alternative session no later than two weeks prior to the scheduled start date. Requests are assessed based on capacity and eligibility. Approved transfers confirmed in writing; fee differences reconciled. Denied requests communicated in writing within 5 business days.

GRIEVANCE POLICY

Should participants have complaints about course content, speakers, facilities, non-receipt of certificates, or other issues, a grievance may be filed in writing within 30 days of the training by emailing ashley@ashleyfiore.com.

The licensed social work consultant will be involved in all grievance resolutions for social workers. Ashley Fiore, LCSW PLLC keeps records of all grievance reports and all actions taken to address the grievance, whether the complaint was made to the provider, ASWB, or another entity. Steps taken in the resolution process and outcome are provided to the ASWB program as requested; all feedback is valued and used to improve future courses and ensure the best experience for learners.

Questions about registration, CE credit, or policies?

Contact ashley@ashleyfiore.com or (828) 230-1637 · Ashley Fiore, LCSW PLLC · 725 Merrimon Ave. #8337, Asheville, NC 28804