



BHUTAN BOARD FOR CERTIFIED COUNSELORS

Bhutan Board for Certified Counselors Code of Ethics

Approved May 8, 2019

dbiv6C

Introduction

Bhutan Board for Certified Counselors (BBCC) maintains and administers a certification program in consultation with the National Board for Certified Counselors, Inc. and Affiliates (NBCC) and identifies qualified individuals who have satisfied established knowledge and skill standards. Certified counselors in Bhutan possess specialized education and experience to assess needs, facilitate solutions, and counsel individuals and groups to reach identified goals.

Regardless of any other affiliations or credentials, this BBCC Code of Ethics (Code) applies to each individual certified by BBCC as a National Certified Counselor (NCC) – Bhutan (certificant) and each individual seeking NCC – Bhutan certification (applicant). This Code is designed to provide appropriate practice guidelines and enforceable standards of conduct. This Code also serves as a resource for those served by NCC – Bhutan certificants and applicants, with respect to such standards and requirements.

NCC – Bhutan certificants and applicants have an obligation to maintain high standards of integrity and conduct; act in a manner that protects the welfare and interests of clients; accept responsibility for their actions; act in a manner consistent with accepted ethical and legal standards; continually seek to enhance their counseling skills; and practice with fairness and honesty.

Section A: Compliance with Government/Agency Standards, Policies and Regulations

NCC – Bhutan certificants and applicants shall:

1. Comply with all applicable laws and governmental regulations in Bhutan relating to counselor activities.
2. Refrain from conduct or behavior that is contrary to legal requirements and governmental regulations.
3. Refrain from behavior involving dishonesty or fraud.
4. Refrain from engaging in unlawful discrimination in professional relationships, including in regard to age, race, gender, ethnicity, sexual orientation, gender orientation, religion, national origin, or disability.
5. Avoid condoning or engaging in harassment, including but not limited to deliberate or repeated unwelcomed comments, gestures, or physical contact.

Section B: Compliance with BBCC Guidelines, Policies and Regulations

NCC – Bhutan certificants and applicants shall:

1. Comply with all applicable BBCC policies and procedures, including the BBCC Code of Ethics and BBCC Ethics Case Procedures, as amended or revised.
2. Provide accurate information to BBCC, including information submitted for certification and recertification.
3. Maintain the security of confidential information and materials.
4. Cooperate with BBCC concerning ethical matters, including the collection of information.
5. Report an apparent violation of the BBCC Code of Ethics by a certificant or applicant based upon a reasonable or clear factual basis.

Section C: Performance of Services and Other Occupational Activities

NCC – Bhutan certificants and applicants shall:

1. Conduct all counseling activities in a responsible manner within your scope of practice.
2. Recognize limitations of abilities and qualifications and provide services only when qualified. Certificants and applicants are responsible for determining the limits of their own abilities based on education, knowledge, skills, experience, credentials, and other relevant considerations.
3. Protect the confidentiality of information obtained in the course of providing services. Certificants and applicants must not disclose such confidential information unless required or authorized to do so by applicable legal requirements (see point 9).
4. Properly use occupational credentials, titles, and degrees; provide accurate information concerning education, experience, qualifications, competency, and the performance of counseling services.
5. Avoid counseling techniques that are harmful or that have been shown to be ineffective. Certificants and applicants are responsible for ensuring that the techniques used are consistent with the client's needs and consistent with the client's emotional, intellectual, and physical capacities, and shall inform clients regarding the purpose, application, and results of techniques, assessments, and strategies.
6. Obtain verbal/written consent before initiating a counseling relationship. The consent form shall include the rights, roles and responsibilities of the counselor and clients as well as the manner in which information obtained through the counseling relationship will be protected.
7. Seek supervision from qualified professionals when necessary for the provision of quality counseling services and provide appropriate referral when terminating a service relationship.
8. Maintain accurate records (identifying data, services dates, fees, goals, and outcomes) related to the counseling relationship in a manner that protects confidentiality. Records of child and adolescent clients must be maintained until the child reaches the age of 18.
9. Exercise duty of care toward clients by making timely disclosures to government agencies when where there is a legal obligation to do so or if there is an immediate and specified risk of harm to an identifiable person or persons that can be averted only by disclosing information. If an applicant is unsure about disclosures, they will immediately seek supervision from a clinical supervisor or senior professional. Such disclosures shall be consistent with legal and professional requirements.

Section D: Avoidance of Conflicts of Interest and the Appearance of Impropriety

NCC – Bhutan certificants and applicants shall:

1. Disclose to clients circumstances that could be construed as a potential or real conflict of interest, or that have any appearance of impropriety.
2. Avoid conduct that could cause a conflict of interest regarding clients. If a conflict of interest occurs, certificants or applicants shall take reasonable steps to resolve the conflict.
3. Avoid engaging in multiple relationships with clients. In situations where multiple relationships cannot be avoided, certificants or applicants shall discuss the potential effects of the relationship with the affected individuals and shall take reasonable steps to avoid any harm. This discussion should be noted in the client's record.
4. Avoid sexual, romantic and friendships relationships with current clients. Certificants and applicants shall not engage in sexual, romantic or friendship interactions with former clients for a minimum of two years following the termination date of counseling services.
5. Refrain from offering or accepting significant payments, gifts, or other forms of compensation or benefits outside of the written client agreement.
6. Acknowledge accurately the intellectual property of others.

Approved by Bhutan Board of Certified Counselors: [May 2019]

With permission, adapted from the Center for Credentialing & Education. Codes of Ethics. NBCC, US.