

COUNSELORS and their COLLEAGUES

IMPAIRMENT OF COLLEAGUES

- Counselors who have direct knowledge of a counseling colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice's effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.
- Counselors who believe that a counseling colleague's impairment interferes with practice effectiveness and that the colleague has not taken adequate steps to address the impairment should take action through appropriate channels established by employers, agencies, licensing and regulatory bodies, and other professional organizations.

COUNSELORS' ETHICAL RESPONSIBILITIES TO COLLEAGUES

- **Respect & Confidentiality**
- **Disputes Involving Colleagues:** Counselors should not take advantage of a dispute between a colleague and an employer to obtain a position or otherwise advance the counselors' own interests.
- **Consultation:** Counselors should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients. Counselors should keep themselves informed about colleagues' areas of expertise and competencies.
- **Referral for Services:** Counselors should refer clients to other professionals when the other professionals' specialized knowledge or expertise is needed to serve clients.
- **Sexual Relationships:** Counselors who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority. Counselors should avoid engaging in sexual relationships with colleagues when there is potential for a conflict of interest.