



CASLPM

THE COLLEGE OF AUDIOLOGISTS AND
SPEECH-LANGUAGE PATHOLOGISTS
OF MANITOBA

**The College of Audiologists and
Speech – Language Pathologists of Manitoba**

Code of Ethics

Regulated Health Professions Act, Section 83(1)

Adopted October 2012

PREAMBLE

The Code of Ethics of the College of Audiologists and Speech – Language Pathologists of Manitoba are adopted in accordance with *The Regulated Health Professions Act, Section 83*, as per the procedures set out in CASLPM By – Law, Article 19.0.

- I. **The Code of Ethics** – The Code of Ethics establishes the ethical standards of the College and sets out guidelines for the maintenance of proper standards of professional conduct by the registrants.
- II. **Council Authority** – The Council must adopt a code of ethics governing the conduct of the registrants of the College
- III. **Interpretation** – When interpreting this Code of Ethics, words and expressions have the same meaning as in *The Regulated Health Professions Act* (the Act).
- IV. **Headings** – The division of this Code of Ethics into sections and paragraphs and the insertion of headings and index are for convenience and reference only and shall not affect the interpretation hereof.

Registrants of the College of Audiologists and Speech-Language Pathologists of Manitoba (the College) shall maintain high standards of conduct and moral judgment in their practices and relationships with clients, the public and fellow practitioners. Registrants will be guided by principles and rules that assist registrants to choose the right, fair, good, and just action. These principles and rules are stated as the Code of Ethics.

This Code of Ethics seeks to provide ethical foundations for the practice of audiology and speech – language pathology which:

- a) are consistent with *The Regulated Health Professions Act*, (the Act), and
- b) foster sound moral reasoning and personal integrity in professional conduct.

Section 86 of the Act requires registrants to comply with the Act and regulations, standards of practice, code of ethics and practice directions of the College. Violations of the Code of Ethics may be investigated by the Complaints Investigation Committee of the College, which can make one or more decisions with respect to the investigated registrant. The matter could be referred to the Inquiry Committee. If the inquiry finds that a registrant has contravened the Code of Ethics, it may make one or more orders. These orders include but are not restricted to, reprimanding the investigated registrant, suspending the registrant's registration for a stated period, imposing conditions on the registrant's right to practise, and cancelling the registrant's registration and certificate of practice.

ETHICAL PRINCIPLES:

Principle 1

The primary ethical obligation of audiologists and speech-language pathologists is to practice their skills for the benefit of their clients.

Principle 2

In the pursuit of client benefit, audiologists and speech – language pathologists have an ethical obligation to respect clients as persons with individual needs, cultural traditions, preferences, and values.

Registrants must engage clients (and, as required, the client's designate) as active and informed participants in clinical decision – making which pertains to the client's care. Registrants must listen to and honour the client's (and, as required, the client's designate's) perspectives and choices.

Registrants must communicate and share complete and unbiased information with clients (and, as required, the client's designate) in ways that are affirming and useful. Timely, complete, and accurate information must be provided by the registrant to the client, enabling the client to effectively participate in care and decision making.

Registrants must respect client autonomy, encourage and support clients (and, as required, the client's designate) in participating in care and decision making. Registrants should encourage and support clients in deliberations about the possible attributes and consequences of options, resulting in the client's ability to make an informed decision about the best course of action for their care.

These two principles support the following rules governing the legal, professional, personal, public, and business dimensions of the practice of audiologists and speech – language pathologists.

The failure to specify any particular responsibility or practise in this Code of Ethics should not be construed as denial of the existence of other responsibilities or practises that are equally important. Any

act that is in violation of the spirit and purpose of this Code of Ethics shall be considered unethical practise.

DUTIES AND RESPONSIBILITIES TO THE PUBLIC:

1. Registrants must abide by the laws of Manitoba and Canada including *The Regulated Health Professions Act, 2009*.
2. Registrants must abide by all the regulations, by – laws, standards of practice, and practice directions; will participate in the continuing competence program; and comply with all other requirements of the College.
3. Registrants must behave in a professionally exemplary manner and must not physically, mentally emotionally, sexually, or financially abuse clients.
4. Registrants must not discriminate on the basis of race, religion, gender, sexual orientation, marital status, disability, or age in their professional relationships with their colleagues or clients. Registrants may, however, decide to limit their area of practice by age of clients.
5. Registrants must be honorable and truthful in all their professional relations and may not misrepresent their training or competence.
6. Registrants must not practice if a physical or mental impairment affects their ability to provide quality services.
7. Registrants must not receive any form of benefit from the practice of audiology or speech-language pathology while under suspension.
8. Registrants must not employ or otherwise receive any form of benefit from the practice of audiology or speech-language pathology by any suspended registrant.
9. Registrants must not disparage the skill, knowledge, or services of colleagues, abrogate professional contractual agreements, or engage in conduct or perform an act, relevant to the practice of the professions that, having regard to all the circumstances, would reasonably be regarded by registrants as disgraceful, dishonorable, or unprofessional.
10. Registrants must notify the Registrar or the Complaints Investigation Committee of the College when the registrant has reason to believe that another registrant has violated the Code of Ethics.
11. Registrants must cooperate with the Registrar, the Complaints Investigation Committee, and/or the Inquiry Committee during investigations of complaints concerning alleged violations of the Code of Ethics.

DUTIES AND RESPONSIBILITIES TO THE CLIENT:

12. Registrants must not:
 - a) charge fees that are excessive in relation to the services provided or fees for services that were not rendered;

- b) guarantee any professional consultative or therapeutic procedure, oral or written, directly, or by implication. However, a reasonable statement regarding prognosis based on sound evidence may be made;
 - c) prescribe prosthetic or augmentative devices where benefit cannot reasonably be expected;
 - d) breach or nullify a contract for professional services without cause.
13. Registrants who provide service through telepractice must abide by any practice direction of the College related to telepractice.
14. Registrants must take all reasonable steps to prevent harm to clients; should harm occur, registrants must disclose it to the client.

BUSINESS RELATIONSHIPS AND RESPONSIBILITIES:

15. Registrants must not practice while in a conflict of interest. Should a registrant identify him or herself to be in such a conflict, the registrant must promptly resolve the conflict.
16. Registrants must not accept any compensation for making a referral.
17. Registrants must not secure or accept referrals or clients by providing, directly or indirectly, any significant incentives, financial or otherwise, to other colleagues, professionals, or referring sources.
18. Registrants must not, without reasonable cause, fail to provide a report or certificate relating to an assessment, diagnosis, or treatment performed by the registrant, to the client or his or her authorized representative after a client or his or her authorized representative has requested such a report.
19. A registrant in private practice must provide to those served a complete schedule of professional fees and charges in advance of rendering services to those persons.
20. Registrants who dispense products to persons served professionally must observe the following standards:
- a) products associated with professional practice must be dispensed to the person served as a part of a program of comprehensive habilitative care;
 - b) fees established for professional services must be independent of whether a product is dispensed;
 - c) persons served must be provided freedom of choice for the source of services and products;
 - d) price information about professional services rendered and products dispensed must be disclosed by providing to or posting for persons served a complete schedule of fees and charges in advance of rendering services, which schedule differentiates between fees for professional services and charges for products dispensed;
 - e) products dispensed to the person served must be evaluated to determine effectiveness.
21. A registrant who is employed in a clinical practice that is owned by a commercial manufacturer, distributor, or publisher of speech – language pathology and/or audiology related goods must ensure that clients are adequately informed of that situation.

22. Unless a registrant obtains the consent of the registrant's employer, a registrant who is employed by a public health authority or agency must not:
- a) provide or offer to provide private for – fee services or products to someone who is a client of the registrant's employer, or
 - b) refer someone who is a client of the registrant's employer to another registrant who is also employed by the same employer so that the second registrant may provide private for – fee services or products to that client.
23. Registrants must not advertise in such a way that is false, inaccurate or misleads the public, or endorses commercial products. Professional advertising may utilize a listing in the business section of the telephone directory, an announcement of services available in the appropriate media, and/or professional cards. Announcements may include the name of the practitioner, type of practice engaged in, qualifications, descriptions of experience, place of employment, office hours, address and contact information.