CASLPM
THE COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF MANITOBA

Code of Ethics

Regulated Health Professions Act, Section 83(1)

Introduction

The Code of Ethics of the College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM) are adopted in accordance with *The Regulated Health Professions Act, Section 83(1-3)*, as per the procedures set out in CASLPM By-Law, Article 11.

The Code of Ethics establishes the ethical standards of CASLPM and sets out guidelines for the maintenance of proper standards of professional conduct by the registrants. Any act that is in violation of the spirit and purpose of this Code of Ethics shall be considered unethical practice.

CASLPM Registrants 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 support fair and just decision making in the interest of the public.

Ethical Principles

Client-Centered Care

To prioritize the client's individual needs, values, and preferences, so they actively participate in shared decision-making regarding their own health.

Registrants will:

- Engage clients and/or substitute decision maker(s) as active and informed participants in clinical decision-making.
- Listen to and honour the client's perspectives and choices.
- 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.
- Collaborate and contribute actively with the collaborative care team to facilitate an integrated approach to services.
- Recognize and remain aware of professional accountability when supervising or delegating services to students or support personnel.
- Communicate truthfully and respectfully with clients to facilitate understanding of proposed services and promote realistic expectations of service outcomes.
- Recognize a client's right to decline or discontinue service and to explore alternative service options.

Non-Maleficence (No-Harm Principle)

To avoid inflicting unnecessary pain or suffering.

Registrants will:

- Take all reasonable steps to prevent harm to clients and manage risks proactively.
- Disclose any instance of harm to the client.
- Understand and practise only within their own clinical competence and limitations, recognizing when consultation, collaboration, or referral is required in the best interest of the client.
- Work to clarify roles and responsibilities when working in collaboration with other professionals.

Registrants will not:

- Physically, mentally, emotionally, sexually, or financially abuse clients.
- Discriminate based on race, religion, gender identity, gender expression, sexual orientation, marital status, disability, or age. Registrants may, however, decide to limit their area of practice based on their training and experience.
- Practise if physical or mental impairment affects their ability to provide quality services.

Beneficence (Duty of Care)

To act in the best interest of the client.

Registrants will:

- Practise their skills for the benefit of their clients.
- Communicate and share complete information with clients in ways that are affirming and useful while understanding, recognizing, and minimizing personal biases.
- Provide services with compassion, dignity, sensitivity, confidentiality, and respect in all interactions with clients.
- Advocate on behalf of clients, as appropriate, to support access to necessary resources and services.
- Exercise sound professional judgment and clinical reasoning in their practice.
- Proactively manage resources and caseloads with care.
- Provide only those services that are beneficial to clients, avoiding unnecessary or excessive services.

Cultural Competence

To understand, respect, and effectively interact with individuals from diverse backgrounds and belief systems.

Registrants will:

- Take measures to ensure that actions or behaviours do not diminish, demean, or marginalize the identity and well-being of the client, family, or caregivers.
- Respect each client's cultural identity, language preferences, values, and communication styles.
- Be aware of stereotypes and personal biases about a client's abilities, compliance, intelligence, motivation, or family involvement based on cultural or linguistic background. Ensure that biases do not influence decision making or the provision of care.
- Ensure that their clinical decision-making, communication, assessments, treatment plans, and professional interactions do not perpetuate inequity, bias, or barriers to care.
- Implement culturally and linguistically appropriate measures in practice.
- Recognize how colonial history, racism, ableism, and socio-economic inequities affect access to health care services and understand the historical and ongoing impacts of colonialism, residential schools, and racism in health care.
- Engage in ongoing self-reflection and continuing education in cultural safety.

Professionalism

To demonstrate the skill, good judgment, and respectful behavior that maintains confidence and trust in the profession.

Registrants will:

- Abide by the laws of Manitoba and Canada including *The Regulated Health Professions Act,* 2009, the *College of Audiologists and Speech-Language Pathologists of Manitoba General Regulation 192/2013* and *the Practice of Audiology and Practice of Speech-Language Pathology Regulation 191/2013*.
- Abide by all by-laws and Standards of Practice established by CASLPM, and all other requirements of CASLPM.
- Participate in the continuing competence program established by CASLPM.
- Be honorable and truthful in all their professional relations and not misrepresent training or competence.
- Notify the Registrar when there is reason to believe that another registrant has violated the Code of Ethics or Standard(s) of Practice.
- Identify and appropriately manage all real, perceived, or potential conflicts of interest.
- Maintain privacy and confidentiality in their professional practice.
- Maintain clear, confidential, accurate, legible, timely, and complete records.

- Support and enhance the reputation of the professions.
- Use Title and Credentials as allowed under Regulations.
- Apply Code of Ethics and Standards of Practice to technology and virtual care. These technologies may include social media platforms, AI services or platforms, and other emerging technologies.
- Ensure that all service delivery options, service limitations and fees for services and products are clear, accurate, and discussed prior to the initiation of services.
- Communicate and cooperate in a timely and respectful manner with the CASLPM office.

Violation of Standards

The *RHPA, Section 86* requires registrants to comply with the Act and regulations, by-laws, Code of Ethics, and/or Standards of Practice. Compliance issues may be referred to the Complaints Investigation Committee (CIC) and/or the Inquiry Committee as deemed appropriate and necessary.