

## **Standards, Laws, Regulations and Policies**

**As a supervisor it is important to know and understand standards, laws, regulations and policies.**

It is important for professionals to be familiar with all standards that guide their practice. NASW has established ethical standards through the NASW Code of Ethics. There are 155 standards that are organized by responsibilities to clients, to colleagues, to practice settings, as professionals, to the profession, and to society at large.

**The NASW Code of Ethics addresses**

### **3. Social Workers' Ethical Responsibilities in Practice Settings**

#### **3.01 Supervision and Consultation**

- a) Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.
- b) Social workers who provide supervision or consultation are responsible for setting clear, appropriate, and culturally sensitive boundaries.
- c) Social workers should not engage in any dual or multiple relationships with supervisees in whom there is a risk of exploitation of or potential harm to the supervisee.
- d) Social workers who provide supervision should evaluate supervisee's performance in a manner that is fair and respectful.

#### **3.02 Education and Training**

- a) Social workers who function as educators, field instructors for students, or trainers should provide instruction only within areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.
- b) Social workers who function as educators or field instructors for students should evaluate students' performance in a manner that is fair and respectful.
- c) Social workers who function as educators or field instructors for students should take reasonable steps to ensure that clients are routinely informed when services are being provided by students.
- d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with students in which there is a risk of exploitation or potential harm to the student. Social work educators and instructors are responsible for setting clear, appropriate, and culturally sensitive boundaries.

#### **3.03 Performance Evaluation**

Social workers who have responsibility for evaluating the performance of others should fulfill such responsibility in a fair and considerate manner and on the basis of clearly stated criteria.

The 2005 NASW Standards for Clinical social Work states that Clinical social workers shall maintain access to professional supervision and or consultation. The standards stipulate that social workers should receive supervision for the first five years of their professional experience. After five years, social workers are expected to receive supervision and consultation on an as-needed basis. Supervision is seen as a continuous and meaningful part of the profession.