



SOUTHERN
OREGON
UNIVERSITY

Department of Psychology
Southern Oregon University

MASTER IN MENTAL HEALTH COUNSELING

Application Information

The Department of Psychology of Southern Oregon University offers a graduate program leading to the award of a Master of Science or Arts in Mental Health Counseling.

Applicants are encouraged to apply by February 15 for early consideration. After February 15, applications will be given consideration if space is available. For applications completed by February 15th, initial notifications of acceptance for the academic year will be mailed to applicants by May 1st. Applicants placed on a waiting list will be notified of acceptance when openings become available. All students must apply to **both** Southern Oregon University **and** the Department of Psychology (separate applications are enclosed). Requirements are noted below.

- Complete and return the ***Application for Graduate Admission*** to the University Admissions Office, including transcripts and the Application Fee of \$50. University admission requires a minimum 3.0 GPA in the last 90 quarter units of an acceptable undergraduate degree. Online application can be found at http://www.sou.edu/admissions/admission_graduate.shtml
- Complete the Graduate Record Examination **General** Test (GRE). *It is recommended that this exam be completed well in advance of the application deadline.* Applicants typically have a combined score of 1000 on the verbal and quantitative sections, with score of 500 on the verbal portion. A score of 3 or better is expected on the analytical writing section.

Applicants who have taken the **GRE test prior to October 2002** and the score is less than 5 years old, should show a typical combined score of 1500 on the Verbal, Quantitative, and Analytical Skills subtests for consideration, with a score of 500 in the verbal portion.

Foreign students must submit a record of having taken the TOEFL with a computer based test score of 207 or above, or an internet score of 76 or above.

- Complete and return the ***Master in Mental Health Counseling Application*** to the Department of Psychology. This application includes biographical and professional goals essays.
- Submit three letters of recommendation to the Department of Psychology. The MHC program requests that 2 recommendations come from faculty.
- Complete the following undergraduate psychology courses: General Psychology and Statistics and Research Design.* Additional course prerequisites exist for the program (see application for additional courses).
- Complete and return the ***Admission and Retention Agreement***. Agreeing that application materials will be evaluated according to the professional judgment of faculty concerning the applicant's suitability for a career related to the track.

Agree to abide by relevant ethical guidelines.

See pages 6-7 for detailed Application Instruction Sheet.

OBJECTIVES OF THE MASTER IN MENTAL HEALTH COUNSELING

The principle objective of the Master's Degree in Mental Health Counseling is to provide professional training in the application of psychological principles and methodologies in order to increase functioning and service delivery in public and private agencies, organizations, and communities. The track (Mental Health Counseling) is based on a common integrated core of courses. The central goal of this core is to train masters level practitioners who are grounded in professional ethics and values, well-versed in the empirical nature of their professions, and sensitive to and supportive of the increasing multicultural diversity of our communities.

Mental Health Counseling. This track prepares professional counselors who are capable of providing extensive mental health services within public and private agencies as well as in private practice. The Mental Health Counseling track has recently been accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). CACREP accreditation is an important step in our effort to help our graduates gain mobility in responding to changing employment needs throughout the US. In addition, the Oregon Board of Licensed Professional Counselors and Therapists has indicated that the curriculum meets the educational requirements for application for licensure as a Licensed Professional Counselor. The track has also been designed to meet the educational requirements for application for licensure as a Marriage and Family Therapist in California.

MENTAL HEALTH COUNSELING PROGRAM

First Year

<u>Fall</u>	<u>Course Name</u>	<u>Credits</u>	
PSY 571	COUNSELING THEORY	4	
PSY 502	THE HELPING RELATIONSHIP	4	
PSY 575	CRISIS INTERVENTION	4	12
<u>WINTER</u>			
PSY 504	INDV COUNSELING PRACTICUM	4	
PSY 581	ETHICS & ROLES	4	
PSY 521	ASSESSMENT	4	12
<u>SPRING</u>			
PSY 574	GROUP COUNSELING	4	
PSY 506	GROUP COUNSELING PRACTICUM	4	
PSY 576	MARRIAGE AND FAMILY COUNSELING	4	
PSY 585	TREATMENT PLANNING & CONSULTATION	2	14
<u>SUMMER</u>			
PSY 584	PSYCHOPHARMACOLOGY	2	
PSY 572	MENTAL HEALTH COUNSELOR: IDENTITY & PRACTICE	2	
PSY 570	ADV HUMAN GROWTH & DEVELOP	4	
PSY 583	ADV PSYCHOPATHOLOGY	4	12

Second Year

<u>FALL</u>	<u>Course Name</u>	<u>Credits</u>	
PSY 510	INTERNSHIP	4	
PSY 549	OCCUPATIONAL CHOICE	4	
PSY 586	MULTICUTURAL MENTAL HEALTH	4	12
<u>WINTER</u>			
PSY 531	COMMUNITY PSYCHOLOGY	4	
PSY 510	INTERNSHIP	4	
PSY 542	APPLIED RESEARCH DESIGN	4	12
<u>SPRING</u>			
PSY 573	MENTAL HEALTH PROFESSION	4	
PSY 510	INTERNSHIP	4	
PSY 599	PROFESSIONAL GUIDANCE	4	12
<u>SUMMER</u>			
PSY 510	INTERNSHIP	6	6
TOTAL CREDITS			90

- Practicum = 504 and 506 fulfill the 100 hours of direct service (40 hours client contact hours).
- 510 Internship = total 18 credits/50 clinical hours per credit (total 900). Of these, 40% are direct service (360 client contact hours).**

Master in Mental Health Counseling

Department of Psychology
Southern Oregon University

APPLICATION INSTRUCTION SHEET

PLEASE FOLLOW THESE INSTRUCTIONS WHEN COMPLETING THE APPLICATION

Admission:

Students interested in applying to the Master in Mental Health Counseling program are required to submit a formal application for admission to the Department of Psychology. In addition, a separate application for graduate admission to Southern Oregon University must be submitted to the University. **Applicants are encouraged to apply by February 15 for early consideration. After February 15, applications MAY be given consideration if space is available.**

Steps for Admission:

- 1) Fill out and return the enclosed SOU ***Application for Graduate or Post Baccalaureate Admission*** directly to the SOU Admissions Office. Include a \$50 application fee. The fee applies to both new and former SOU students. That office should be consulted regarding tuition, fees, and financial aid. This form may also be found on the web at http://www.sou.edu/admissions/admission_graduate.shtml.
- 2) Arrange to take the required GRE, gather letters of recommendation, and obtain transcripts and other application requirements as explained below. Foreign students may consult with the Department's Graduate Office Coordinator concerning submission of other standardized assessments of ability.
- 3) Complete the attached Master in Mental Health Counseling application and return it to the Psychology Department by February 15 for early consideration.

Instructions for the Master in Mental Health Counseling Admission Application:

Fill in your name, and address.

I. Admissions Tests Required:

- a. Complete the Graduate Record Examination (GRE) **General** Test. *It is recommended that this exam be completed well in advance of the application deadline.* Applicants typically have a combined score of 1000 on the verbal and quantitative sections, with score of 500 on the verbal portion. A score of 3 or better is expected on the analytical writing section.
- b. Applicants who have taken the **GRE test prior to October 2002** and the score is less than 5 years old, should show a typical combined score of 1500 on the Verbal, Quantitative, and Analytical Skills subtests for consideration, with a score of 500 in the verbal portion.
- c. Foreign students must submit a record of having taken the TOEFL with a computer based test score of 207 or above, or an internet score of 76 or above.
- d. If you are waiting to take the test, please indicate when you are scheduled to take it. **Applicants without official test scores will not be admitted until the Admissions office receives the official test scores.**

II. B.A. or B.S. Degree:

Applicants must complete a baccalaureate degree from a regionally accredited college or university before they can start the program. Failure to do so will require reapplication to the MHC for a later academic year. If an applicant is currently completing a baccalaureate degree at the time the MHC application is submitted, another official transcript must be sent to the admissions office after completion of the degree, verifying that the degree was awarded.

III. GPA Requirements:

Southern Oregon University graduate admissions rules require a GPA of at least 3.0 in the most recent ninety (90) quarter hours (sixty [60] semester hours) of **undergraduate** work. Those with less than a 3.0 undergraduate GPA may meet this requirement by successfully completing 12 credits of approved graduate course work at SOU as a **post-baccalaureate** student with a minimum 3.0 GPA. **All applicants must have their institution(s) submit official transcripts directly to the SOU Admissions Office.**

IV. **Prerequisite Course work:**

All applicants must have taken General Psychology and a sequence of courses in Statistics and Research Design at the undergraduate level. In addition, the track has additional prerequisites as follows:

Mental Health Counseling: Learning and Memory, Lifespan or Developmental Psychology, Abnormal Psychology.

V. **Essays:**

The first essay is to be a 500 word autobiographical summary of your life. The second is a 500 word statement of your career, professional, and other personal goals in entering the track.

VI. **Letters of Recommendation:**

Submit to the Department of Psychology three letters of recommendation using SOU Psychology Department Letter of Recommendation Form included in this packet. We advise that you request your letters **at least two months** before the application deadline. It is the applicant's responsibility to insure that all letters have reached the Department. Your letters should contain information relevant to the track to which you may be applying. It is recommended that 2 of these letters come from a student's current or prior faculty member.

VII. **Certify:**

Be sure to sign and date the application. All data submitted becomes the property of Southern Oregon University. Please make copies of all information for your records.

Missing File Items:

Applicants are responsible for verifying, with the Graduate Office Coordinator, whether their file is complete. If, after the application deadline of February 15, an applicant's file is incomplete, then the student will be notified. If the missing information is supplied, then the applicant may be considered for admission, though this is not guaranteed.

Notification will either be in writing or, if preferred, by email or phone. **It is the applicant's responsibility to check on the completeness of her/his file, to contact sources, and to keep the Psychology Department informed of any changes of address or phone number.**

Special Fees for the Track:

Special fees are currently charged to MHC students. These fees are in addition to normal resident or nonresident tuition. Currently the fees are set at \$1,000 per academic year for MHC students. The total costs to students are highly competitive with similar programs elsewhere in the United States. Contact the SOU Financial Aid office to discuss possible aid.

Master in Mental Health Counseling

Department of Psychology
Southern Oregon University

APPLICATION FORM

Applications will be processed until September 1, or until all placements have been confirmed, whichever comes first.

Send this application and all other correspondence to:

**Master in Mental Health Counseling Program
Department of Psychology, Southern Oregon University
1250 Siskiyou Blvd
Ashland, Oregon 97520
(541) 552-6947 email: MAP@sou.edu**

How did you hear about the program? _____

Date of Application: ____ / ____ / ____

Social Security Number: _ _ _ - _ _ - _ _ _

First Name Middle Name Last Name

Mailing Address Number and Street

City State Country Zip

Permanent Address Number and Street

City State Country Zip

Day Phone: () _____ Night Phone: () _____

Email: _____ @ _____

IV. Prerequisite Coursework:

Fill in the name of the psychology course(s) that meet the prerequisites of the Mental Health Counseling track, term the course was taken, and the institution (college or university). If a course is not yet completed, fill in the anticipated finish date.

Track	MAP/MHC Prerequisites	Course Name(s) at Your Institution	Term/Year	Institution	Grade
MHC	General Psychology		/		
MHC	Statistics – Descriptive		/		
MHC	Statistics – Inferential		/		
MHC	Research Design/Methods		/		
MHC	Learning and Memory		/		
MHC	Lifespan/Developmental		/		
MHC	Abnormal		/		

Note: If the course name at your undergraduate institution is not clearly related to the MHC program requirement, enclose a photocopy or summary of the course description from the school catalog.

V. Essays:

Please attach a 500 word autobiographical summary relevant to your interest in the MHC Program and a separate 500 word statement of your career, professional, and other personal goals for entering the particular track of the Master in Mental Health Counseling.

VI. Letters of Recommendation:

Attach at least three letters of recommendations, or request that they be sent under separate cover to the Graduate Office Coordinator at the address above.

VII. Certify:

I hereby certify that the information on or relating to this application is true and correct. I understand that Southern Oregon University may deny or revoke admission to the MHC Program upon evidence that I knowingly made any false statements on or relating to this form.

Signature of applicant

Date of signature

**Master in Mental Health Counseling - Southern Oregon University
RECOMMENDATION FORM**

The following applicant requests that you send this Recommendation Form in support of his or her application to the following track of our Master in Mental Health Counseling Program.

Name of Applicant: _____

Track: Mental Health Counseling

Applicant: Do you waive your right to inspect this recommendation? Yes No

Signature of Applicant: _____ Date: / /

Recommender's Comments

How do you know the applicant? For how long?

Please attach a letter with your comments on the following concerns:

What is your estimate of the applicant's promise as a graduate student in the Counseling track s/he has checked above? Please read the track description on the back of this form to help you make this assessment. Please discuss accomplishments, personal and intellectual independence, capacity for analytical thinking, and creativity, ethical and personal responsibility, oral and written expressive skills, organizing skills, interpersonal skills, ability to cope with work or academic stress, and motivations for graduate school and a career in a field related to the track. If the applicant's first language is not English, please comment on proficiency in English.

Considering overall competence and motivation to pursue a Master in Mental Health Counseling, and compared to similar students you have taught or observed, this applicant ranks in the:

Lowest 25% 26-50% 51-65% 66-75% 76-85% 86-95% Top 5%

What is your estimate of the likelihood that this applicant will successfully complete the masters program?

25% or less 26-50% 51-65% 66-75% 76-85% 86-95% 95% +

What is your overall recommendation on admission to the Master in Mental Health Counseling Program?

Strongly recommended Recommended Recommended with reservation Do not admit

Recommender's Name: _____ Signature: _____

Date: / / Position and Organization: _____

Phone number: () _____ May we contact you? Yes No

Email: _____

Return form to: MHC, Southern Oregon University, 1250 Siskiyou Blvd, Ashland, OR 97520

OBJECTIVES OF THE MASTER IN MENTAL HEALTH COUNSELING

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Mental Health Counseling. This track prepares professional counselors who are capable of providing extensive mental health services within public and private agencies as well as in private practice. The Mental Health Counseling track has recently been accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). CACREP accreditation is an important step in our effort to help our graduates gain mobility in responding to changing employment needs throughout the US. In addition, the Oregon Board of Licensed Professional Counselors and Therapists has indicated that the curriculum meets the educational requirements for application for licensure as a Licensed Professional Counselor. The track has also been designed to meet the educational requirements for application for licensure as a Marriage and Family Therapist in California.

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ADMISSION AND RETENTION AGREEMENT

Please initial and date each of the following statements and then sign at the bottom:

_____ I have read and I understand the *Conditions for Admission and Retention and the Student Evaluation and Retention Procedures*. I agree to adhere to both documents while enrolled as a student in the Master in Mental Health Counseling Program.

_____ If I am accepted into the Mental Health Counseling track, I agree to participate as a client in personal counseling as outlined in the *Conditions for Admission and Retention*.

_____ I agree not to participate in private practice while enrolled in the program, as outlined in the *Conditions for Admission and Retention*.

_____ If I am accepted into the Mental Health Counseling track, I will adhere to the *Codes of Ethics and Standards of Practice* of the American Counseling Association.

_____ I will obtain student liability insurance from the American Counseling Association or American Psychological Association, as outlined in the *Conditions for Admission and Retention*. Liability insurance is required for the Mental Health Counseling track.

Signature

____ / ____ / ____
Date

Print Name

Master in Mental Health Counseling

APPLICANT'S INFORMED CONSENT FORM

As an applicant in the Southern Oregon University Master in Mental Health Counseling program, I understand that my application forms and related information may be processed by the Psychology Department's clerical staff. This staff may be comprised of administrative staff, faculty, and graduate students.

I understand that although staff will have access to personal and confidential information, this information will remain confidential and be used only for the purposes for which it was intended.

Applicant's Signature

Date

Master in Mental Health Counseling

Department of Psychology
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CONDITIONS FOR ADMISSION AND RETENTION

The Master in Mental Health Counseling Program has developed the following Conditions for Admission. These follow relevant principles and codes found in the *Ethical Principles of Psychologists* and *Code of Conduct* of the American Psychological Association, and in the *Codes of Ethics and Standards of Practice* of the American Counseling Association. Respecting these guidelines, the faculty considers not only academic abilities and skill performance when making admission and retention decisions about students, but also such aspects as whether the student has appropriate levels of maturity, judgment, emotional stability, interpersonal skills, and self-awareness appropriate to fulfill professional roles in applied psychology.

A. ACADEMIC REQUIREMENTS

Students are expected to maintain at least a 3.0 cumulative GPA overall in all graduate coursework. Furthermore, students must receive grades of B- or better in all Psychology courses and must negotiate the removal of Incompletes in Psychology classes within one year. Failure to comply with these requirements may result in academic probation and/or dismissal from the program.

B. CRIMINAL RECORD

Professions in applied psychology often involve delivery of services to client individuals and organizations. Because of the trust placed in psychologists and counselors by such clients, it is essential that they demonstrate professional integrity and responsibility in their professional conduct.

Furthermore, the State of Oregon Board of Licensed Professional Counselors & Therapists, and similar licensing boards in other states and territories, ask applicants for licensure about previous criminal behavior. Committing a felony or misdemeanor related to counseling or other professional activities may be grounds for denying or revoking a license.

If you are convicted in a court of law for any felony or misdemeanor other than a minor traffic offense while enrolled in the MHC program, your continued participation will be evaluated by the faculty following the Evaluation and Retention Procedures that are presented below.

C. PSYCHOLOGICAL IMPAIRMENT

Counselors and professional psychologists with untreated psychological disorders, emotional problems, and/or substance abuse disorders can significantly compromise the effectiveness of counseling and other professional activities, and may injure their clients. If you are currently being treated for a psychological disorder with psychotherapy, medications, and/or hospitalization, we would like you to inform the faculty through your advisor.

If, in the judgment of the faculty, a psychological disorder, emotional and/or substance abuse problem is significantly compromising your work as an applied psychologist or counselor in training, your continued participation in the MHC program will be evaluated by the clinical faculty following the Evaluation and Retention Procedures. You may be asked to verify participation in a treatment program that deals with specific issues identified by the faculty. If adequate change is not forthcoming, further action may be taken by the faculty to protect client individuals and organizations.

D. PERSONAL GROWTH REQUIREMENT

Students enrolled in the Mental Health Counseling track are expected to participate as clients in an individual or group counseling experience during the time they are enrolled as graduate students. This requirement is based on a philosophy that recognizes the value of such an experience to the continuous development of self-awareness and personal identity. It is also based on the belief that first-hand experience as a client often bridges the existing gap between intellectual and emotional understanding of the client experience.

Students may choose to participate in individual or group counseling with a licensed mental health provider or someone approved by her/his faculty advisor. Counseling must be completed spring quarter of the first year in the program. This therapeutic experience should focus on personal growth and awareness rather than specific skills training. Important components could include: Sharing of here-and-now feelings, working out communication blocks, interpersonal feedback, individual expression of concerns, and/or expression of feelings about self, significant people in one's life, and other members of the therapeutic experience (for group setting).

Each student is required to provide the graduate coordinator a written statement by the group or individual counselor, of consistent attendance and verification of at least 10 hours of individual or 20 hours of group counseling. Specifics of the counseling relationship will be kept confidential between student/client and counselor in accordance with the ethical guidelines of the American Counseling Association. Students will be required to assume any expense incurred.

E. CONDUCTING PRIVATE PRACTICE WHILE ENROLLED IN THE PROGRAM

Students may not independently offer mental health diagnosis, counseling, individual or organizational assessment, individual or organizational consultation services, or other professional services for which they are being trained, either gratis or for remuneration. Students who are approached by individuals or organizations to provide these or related services should discuss such offers with their advisor. Exceptions that do not violate ethical considerations may be granted in writing by the Track Coordinator. Information about actually providing services without written permission that comes to the attention of faculty will be investigated immediately following Evaluation and Retention Procedures.

F. LIABILITY INSURANCE

The Oregon Tort Claims Act (ORS 30.260-30.300) prohibits SOU from accepting liability for the acts, omissions, and conduct of students participating in practicum assignments either on-campus or in off-campus agencies.

To protect students in the event of possible litigation, each student will be required to carry liability insurance to cover their professional work during practicum assignments. This can be purchased through either the American Counseling Association or through the American Psychological Association. Coverage must be obtained no later than the first practicum experience and must be documented to the faculty.

G. SIGNED AGREEMENTS

Students selected for admission into the MHC program will be asked to sign agreements:

- a) for mental health counseling students, to participate as clients in personal counseling.
- b) not to engage in private practice without explicit written permission from the Graduate Coordinator.
- c) to adhere to the Codes of Ethics and Standards of Practice of the American Counseling Association (mental health counseling students).
- d) obtain student liability insurance
- e) adhere to the MHC Student Evaluation and Retention Procedures, as outlined below.

Master in Mental Health Counseling

Department of Psychology
Southern Oregon University

MHC STUDENT EVALUATION AND RETENTION PROCEDURES

The Master in Mental Health Counseling Program has developed the following student evaluation and retention procedures. These follow relevant principles and codes found in the *Ethical Principles of Psychologists* and *Code of Conduct* of the American Psychological Association, and in the *Codes of Ethics and Standards of Practice* of the American Counseling Association. Respecting these guidelines, the faculty considers not only academic abilities and skill performance when making retention decisions about students, but also such aspects as whether the student has appropriate levels of maturity, judgment, emotional stability, interpersonal skills, and self-awareness appropriate to fulfill professional roles in applied psychology.

Each term, faculty members in consultation with practicum supervisors meet in order to evaluate each student's progress in academic work, professional skills, and intrapersonal and interpersonal effectiveness. Those students assessed as having difficulty will receive feedback concerning their progress from their advisor.

A situation that involves a significant ethical violation as determined by the faculty may result in immediate dismissal from the program.

Students who are identified as having deficiencies in one or more of the areas evaluated are provided the following assistance in order to improve their performance:

1. **Problem Identification Meeting**

The advisor meets with the student and gives specific examples of the difficulties that have been identified by the faculty, supervisors, recipients of services, and/or relevant member of the University community. The student and the advisor then discuss change expectations and procedures. Explanation is made at this time as to the seriousness of the problem. Steps for resolution are recommended and both parties agree upon a time frame for change. An agreement about steps for resolution is signed by the advisor, student, and Track Coordinator and is placed in the student's Psychology Department file.

2. **Recurring or Critical Problems**

If the situation is a continuing one, or is critical, a team of faculty members may be appointed by the Track Coordinator to meet with the student. The concerns are delineated in writing and given to the student at least one week prior to this meeting unless ethical concerns require more urgent action. During this meeting, the student is given specific information about the particular problem, the steps needed for resolution, and the time frame allowed prior to determining if further action must be considered. The student, the involved faculty members, and the Track Coordinator sign a written contract stating the areas which need to be improved, and the methods and time frame needed for improvement. A copy of this agreement is given to the student and the original is placed in the student's Psychology Department file.

3. **Insufficient Progress, Dismissal**

If a student does not make expeditious progress toward resolution of the identified problem(s), and if the faculty agree that the student is unlikely to successfully achieve the academic, skills, or intra- and interpersonal effectiveness objectives needed to be successful in the program, then dismissal of the student from the program will be considered. The Department Chair will appoint a committee of Psychology faculty who were not directly involved in the specific complaints or problems involving the student. This committee will investigate the history of progress toward resolution and report this to the full faculty. The decision whether to dismiss a student is then made by the Department faculty in a closed meeting. The Department Chairperson, in a certified letter, notifies the student of the decision.

4. **Due Process Procedures**

A student who wishes to challenge a decision of the Psychology Department faculty regarding dismissal from the Program has the right to an appeal using relevant appeals procedures established by Faculty Senate of Southern Oregon University.

5. **Confidentiality**

All proceedings involving disciplinary actions will be held in confidence within the Psychology Department faculty unless to do so would violate legal or ethical guidelines or prevent due process. If a student is dismissed from the program, the Admissions Office will be notified.

Relevant Ethical Principles and Standards

The MHC Program believes that the stated procedures for selection, evaluation, and retention are in accordance with accepted educational practices and with the following mandatory standards of practice of the American Counseling Association (1995):

- SP-17 Counselors must practice only within the boundaries of their competence.
- SP-19 Counselors must refrain from offering professional services when their personal problems or conflicts may cause harm to a client or others.
- SP-41 Counselors must assist students and supervisees in securing remedial assistance, when needed, and must dismiss from the training program students and supervisees who are unable to provide competent service due to academic or personal limitations.
- SP-42 Counselors who conduct experiences for students or supervisees that include self-growth or self-disclosure must inform participants of counselors' ethical obligations to the profession and must not grade participants based on their nonacademic performance.
- SP-43 Students and supervisees preparing to become counselors must adhere to the Code of Ethics and the Standards of Practice of counselors.
- SP-49 Counselors must take appropriate action when they possess reasonable cause that raises doubts as to whether counselors or other mental health professionals are acting in an ethical manner.

and in accordance with the following mandatory codes of conduct of the American Psychological Association:

- 9. In their work-related activities, psychologists respect the rights of others to hold values, attitudes, and opinions that differ from their own.
- 0.13 a. Psychologists recognize that their personal problems and conflicts may interfere with their effectiveness. Accordingly, they refrain from undertaking an activity when they know or should know that their personal problems are likely to lead to harm to a patient, client, colleague, student, research participant, or other person to whom they may owe a professional or scientific obligation
- 0.13 b. In addition, psychologists have an obligation to be alert to signs of, and to obtain assistance for, their personal problems at an early stage, in order to prevent significantly impaired performance.
- 0.13 c. When psychologists become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related activities.
- 0.14 Psychologists take reasonable steps to avoid harming their patients or clients, research participants, students, and others with whom they work, and minimize harm where it is foreseeable and unavoidable.
- 4. a. In academic and supervisory relationships, psychologists establish an appropriate process for providing feedback to students and supervisees.
- 4. b. Psychologists evaluate students and supervisees on the basis of their actual performance on relevant and established program requirements.