

Name: _____

Date: _____

Agency: _____

FaDSS Code of Ethics Quiz

Please answer the following questions after reviewing the FaDSS Code of Ethics and training recording. You will use the Code of Ethics to refer to throughout the quiz to demonstrate your understanding of how to use it as a resource in your day-to-day work. After you are finished, please email your responses to FaDSS@hhs.iowa.gov

Multiple Choice: Each question has one answer. Please select the answer you believe is the best fit.

1. The FaDSS Code of Ethics provides rules of conduct for FaDSS workers to follow in all scenarios.

- a. True
- b. False

2. The FaDSS worker, Gabrielle is working with Mr. Knox on goal setting during a home visit. Using the Stepping Stone self-assessment, Mr. Knox rates himself as vulnerable or in crisis in several areas including housing and income. Gabrielle is surprised when Mr. Knox does not set a goal within either of these areas and chooses going back to college as his initial goal. Gabrielle works with Mr. Knox to help him define his motivations and map out action steps for his goal. In her facilitation, Mr. Knox is able to connect how action steps in housing and income impact his larger goal. This is a potential example of:

- a.1.2 Self-Determination
- b.1.5 Cultural Competence and Social Diversity
- c.2.1 Respect
- d.2.3 Interdisciplinary Collaboration

3. Erin has been working with the Ellison family for almost a year and has built a strong relationship with them. While engaging with the 9 year old daughter at the most recent home visit, she was asked to buy Girl Scout cookies from her to help reach her selling target. This is a potential example of:

- a.1.7 Privacy violation
- b.4.1 Private Conduct
- c.1.6 Conflict of Interest
- d.5 Responsibility to Society

4. A teenaged child has asked the FaDSS worker to start calling them Cal instead of Callie and to use male pronouns. The worker agrees and talks with him about how this change has been for him. The worker has not had a lot of experience working with LGBTQ+ identifying individuals so they checked for information on their local Pride Center's website for education around gender identity. This is an example of following what section of the Code:

- a.1.3 Informed Consent
- b.1.5 Cultural Competence and Social Diversity
- c.3 Family Records
- d.4.1 Private Conduct

Short Answer:

5. **Scenario One:** Shannon is a FaDSS worker that has been asked by DHS to attend a multi-disciplinary staffing for a family that she is serving in the FaDSS program. The family is not invited to attend the staffing. Shannon does tell her Supervisor about the staffing but she doesn't mention that the family is not invited. Shannon reviews the case file to ensure that she does have a signed release of information with DHS for the purpose of delivering FaDSS services. Shannon notices when she arrives at the staffing that the meeting room has been formed with cubicle walls and borders the waiting area of the DHS office. What potential and real conflicts with the Code of Ethics does Shannon have? Cite the section and page numbers.

6. Scenario Two: Taylor is a FaDSS Coordinator. She is responsible for supervising four FaDSS workers. She has noticed that Kate, a FaDSS worker, productivity has slipped a little (she's late for work often, calls in sick more frequently, etc.) Taylor decides not to approach Kate with these concerns because she knows Kate is going through a difficult time in her personal life. One of Kate's co-workers asks for a private meeting with Taylor to discuss her concerns regarding Kate. She reports that she suspects Kate is abusing alcohol. She has seen Kate frequently drinking after work. She has received phone calls at home from Kate where she suspected Kate was under the influence due to her slurred and incoherent speech. Taylor is stumped. She's not sure whether she should talk to Kate about her alcohol problem since the co-worker only reported evidence of a problem outside of work. She doesn't want to discuss this with the Executive Director until she has more proof. She decides not to confront Kate, but keep a closer eye on her at work to see if she ever comes to work under the influence.

a. What are the potential and real conflicts with the Code of Ethics? Cite the section and page numbers.

b. If you were Taylor and had just been approached by Kate's coworker, what would you do next using the Code of Ethics?

7. Scenario Three: Serena has been working with Ms. Rodriguez and her two young sons for over a year. Serena has built up a trusting relationship with Ms. Rodriguez. She really looks forward to visits with this family. Ms. Rodriguez says Serena is the best friend she has ever had and she can't imagine working with anyone else. Serena is very pleased with the positive affirmations she has received from Ms. Rodriguez. One day Ms. Rodriguez mentions during the home visit that she wishes Serena would watch her two boys so she could attend a college class one night a week. Serena thinks it over and decides if it's on her own time, it's her business. She also decides that she should charge Ms. Rodriguez to make it clear this is a business arrangement. Serena knows the maximum she can get paid by PROMISE JOBS for child care so she decides to charge the maximum amount per unit for child care.

a. What are the potential and real conflicts with the Code of Ethics? Cite the section and page numbers.

b. If you were Serena, how would you approach this scenario with respect to the Code of Ethics?

8. Scenario Four: Matthew is a new FaDSS worker. He grew up in the community where he has returned to work. He has many family members and friends there. When he reviews the names of his new caseload he discovers that one participant is an old girlfriend he dated in high school. He reports the situation immediately to his supervisor as a potential conflict of interest. His supervisor reviews the FaDSS Code of Ethics with Matthew to see if it provides some guidance for this situation. They discuss how long ago the relationship occurred (it was five years ago.) The supervisor doesn't want to get too personal and ask if the relationship was sexual so she avoids the embarrassing question and asks Matthew if he sees anything else in the Code that would apply to this situation. Matthew reports to the supervisor that the relationship was sexual. The Supervisor tells Matthew that she is going to pretend that she didn't hear that because there is no other FaDSS worker to serve this family. Matthew feels he has no other recourse but to do what his supervisor said.

a. What are the potential and real conflicts with the Code of Ethics? Cite the section and page numbers.

b. How could this situation been handled differently by all parties with respect to the Code of Ethics?

9. Scenario Five: While Elijah was on a home visit with Ms. Hernandez, she mentioned that he is also the FaDSS worker for her good friend Ms. Sanders. Elijah had just started working with Ms. Sanders last month. Elijah said that he was not able to confirm or deny if he was working with them and tried to redirect the conversation back to her goal review. Ms. Hernandez quickly shared that Ms. Sanders had started working but was not reporting her income in fear of her assistance going down. Ms. Hernandez then moved on and let Elijah know about her job interview. After the meeting, Elijah knows he is in an ethical dilemma and is weighing what to do next after finding out this new information.

a. What are the potential and real conflicts with the Code of Ethics? Cite the section and page numbers.

b. If you were Elijah, how would you approach this scenario with respect to the Code of Ethics? What would your next steps be?

10. Scenario Six: Amber has been working with the Moore family for over a year and has been helping Ms. Moore find a job since she has become sober. Ms. Moore is interested in working for an agency that Amber happens to have a professional connection with. Amber offers to make a connection and Ms. Moore gives her permission to reach out to the contact on her behalf about a position. Ms. Moore signs a Release of Information for the employer. While back at the office, Amber calls her professional connection with the employer. During the call, the employer asks Amber about Ms. Moore's employment barriers and why she has had a gap in employment recently. Amber knows this was due to Ms. Moore's substance use disorder and seeking treatment.

a. What are the potential and real conflicts with the Code of Ethics? Cite the section and page numbers.

b. If you were Amber, how would you respond to the employer's question using the Code of Ethics?

Completion of Training Module and Quiz Certification

By recording my name below, I certify that I have read the FaDSS Code of Ethics and completed the online training; and I agree to act and conduct my work in the FaDSS program in accordance with the contents of the Code of Ethics.

Name: _____

Date: _____