

Cambridge Center Ethics Conference August 7, 2020 CE Questions

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Title of Presentation: **Ensuring Organizational Ethics: Another Case for Organizational Behavior Management**

- 1) The suggestion to use a non-evidence-based approach of supplements for individuals with autism in treatment within an HSO.
 - a. Is not problematic if it is separated from behavior analytic services
 - b. Poses a problem in best interests of the client and in effective treatment
 - c. Does not cause harm
 - d. May be permitted with the involvement and collaboration of medical personnel
- 2) Behavior analysts, when working in an organization run by non behavior analysts,
 - a. Are not obligated to ensure organizational adherence to the BACB ethics code
 - b. Are only obligated to ensure personal adherence to the code
 - c. Have an obligation to alert organizations to issues in ethical adherence, regardless of whether the issue is in their own arena of responsibility
 - d. Should be concerned only with clinical ethical issues surrounding behavior analytic treatment
- 3) Organizational systems can help ensure ethical adherence by
 - a. Providing task analyses for operational tasks
 - b. Creating systems of accountability in quality assurance contexts
 - c. Providing competency-based supervision and training
 - d. All of the above
- 4) In what ways can employee's disparity in pay impact the delivery of ABA Service?
 - a. Reduce the likelihood of a work environment that promotes an ethical culture
 - b. Decrease the morale of employees potentially resulting in harm to clients
 - c. Impact the relationship with their supervisors, making employee less likely to report ethical violations
 - d. All of the above
- 5) Organizational dashboards may be helpful to comply with the BACB code of ethics in what ways?
 - a. Identifies performance trends that may point risk of harm towards clients
 - b. Has the organization rely on professionally derived knowledge based on science and behavior analysis when making organizational decisions for critical or key indicators
 - c. Allows the organization to see all performance issues
 - d. a & b
- 6) How does the CEO build a culture of ethical compliance?
 - a. Establish that every individual within the organization is obligated
 - b. Keep ethical concerns with only a few employees
 - c. Let each leader decide how to deal with ethical issues in their programs
 - d. Assume each employee will demonstrate ethical behavior after their onboarding and orientation training

