

Code of Ethical Conduct

At the Washington Baltimore Center for Psychoanalysis (WBCP) we aspire to the highest standard of ethical conduct in our work with our patients and their families, and in all our professional roles as colleagues, students, supervisors, and instructors. We strive to uphold a culture of integrity, compassion, and respect for the dignity of others regardless of our differences. We agree to comply with the WBCP policies, the WBCP Code of Ethical Conduct, the codes of ethical conduct of our respective disciplines and of APsaA. We support policies that promote equal access and protect against discrimination and retaliation. At the same time, we are committed to free inquiry, free expression, and the vigorous discussion and debate on which the advancement of our educational mission depends. This tension between individual freedom and respect for others is at the center of our Code of Ethical Conduct.

General Orientation

The Center's ethical culture has a profound effect on the experience of our community, which includes our members, students, those who enroll in our workshops and programs, as well as the people whom we treat. This Code of Ethical Conduct (Code) applies to all persons within the Center and should be used as a general ethical guide in all decision making. Our goal is to create and maintain an environment that is safe and positive for all as we carry out our mission.

This Code applies not only to our own faculty, members, students, candidates, and scholars, but to all visiting participants and lecturers for any of the programs or events sponsored by or with the WBCP.

Responsibility and Accountability

As members of the Center, we agree to assume and exercise responsibility appropriate to our positions and roles. We are accountable to each other, to the Center, and to ourselves for our actions and our decisions. When roles or responsibilities are unclear, we should seek consultation from others. We strive to exercise our best professional judgment in the performance of our responsibilities and roles.

Professional, Academic, and Personal Freedom

We are an increasingly diverse community in visible and non-visible ways, including but not limited to age, color, ability, gender, gender identity or expression, genetic information, culture, marital or familial status, national origin, race, religion, sex, sexual orientation, veteran status, pregnancy, and/or other such expressions of diversity. All these diversities are strengths which we embrace.

We value our multi-theoretical orientation, as well as the active participation of members and students who are non-clinicians from other than mental health disciplines.

We strive to listen to and learn from others, and to be curious about and embrace such differences. All members and participants shall enjoy freedom of expression in their

professional roles as clinicians, within the classroom (both in-person and virtual), within Center committees, or in other settings within the Center.

In the classroom a teacher's exposition shall be guided by the requirements of effective teaching, adherence to scholarly standards, and encouragement of freedom of inquiry among all participants. Students/participants agree to demonstrate and embody a mutual respect for individual differences for both other students and teachers. We hold these standards as essential for promoting a safe and productive learning environment.

All members shall enjoy freedom of investigation. Consistent with academic freedom, members should show respect for the opinions of others and foster and defend intellectual honesty, freedom of inquiry and instruction, and the free expression of ideas.

Absence of Conflicts of Interest and Commitment

All members acting on behalf of the Center hold positions of trust and should conduct their activities accordingly. All individuals should avoid potential conflicts of interest or commitment, whether of a financial, personal, or professional nature.

Absence of Harassment and Abuse of Power

Harassment of others, including the coercive use of authority and power, is not acceptable in the WBCP community.

Stewardship of WBCP Resources

As stewards of the Center's resources, all persons acting on behalf of the Center have a responsibility to ensure that all Center resources are used prudently, ethically, and for their designated or contractual purposes. Center resources include financial resources, physical property, and confidential, regulated, proprietary and personal information.

We recognize our obligation to use Center property responsibly and consistent with the tax-exempt status conferred on the Center by virtue of its educational, research and service missions. Those with access to confidential, proprietary, regulated, or personal information must not make unauthorized use of or inappropriately disclose this information. Students, faculty, and members agree to maintain appropriate standards of confidentiality for the persons they treat, whether it be in reports, classroom settings, and/or in discussion with colleagues, supervisors, and others.

Compliance, Reporting and Investigations

All persons of the Center are expected to comply with WBCP policies and procedures, the ethical policies of their professional organizations, and any other applicable laws and regulations.

Reports of non-compliance of this Code can be brought to the attention of the Dean of Students, the Dean of the Board and Programs, the Ombudspersons Committee, the Ethics Committee, or

the Colleague Assistance Committee (for information on these committees and for whom to contact, please go to the Grievance Procedures section on this website where each of these committees are further delineated). Such reports will be reviewed in accordance with applicable policies and procedures. All persons are expected to cooperate and be truthful during this review, which will utilize reasonable efforts in an expeditious, yet thorough manner.

Retaliation against any member of the WBCP community who make good faith reports regarding suspected violations of Center policies, procedures, codes and/or applicable laws and regulations is prohibited.