

NEW ETHICAL DILEMMAS

in the Digital Age

RITA'S BLOG SCENARIO

Rita has been working at the Village Substance Use Treatment Center (VSUTC) for over 13-years. She's seen executive directors and supervisors come and go. Her 'new' supervisor (now 8-months and 27 days) Geoff, is younger and recently received his Ph. D. in Social Welfare. Since his arrival, Rita has attempted to stay open to his "new and improved" way of doing things. She has attracted Geoff's attention. For the last month, he has met "to supervise" her two-times a week; a change from their prior once, every two-weeks. During their last "supervision", Geoff informed her that her counseling sessions were going to be recorded and reviewed as part of her supervision and formal Professional Development Plan (PDP). Despite her well founded objections, "her work will be reviewed for the benefit of our clients. "

When Rita arrived home, right after supervision, she talked to her wife, Barbara, the day and the "recording mandate". Barbara was outraged. She couldn't believe that Rita, who has been there the longest, is going to be 'subjected' to being 'recorded' and evaluated based on audio recordings. She told Rita, she needed to do something... adding "that he [Geoff] is way out of line" and has gone too far this time.

Rita was troubled, had a restless night and didn't get much sleep. The next morning, Barbara asked her, what she was going to do about the situation.

As part of her morning routine, Rita checked out her Facebook page and posted to her blog. Many of her colleagues are Facebook Friends and religiously follow her blog.

An excerpt from her blog post that morning: "Grunts Like Me"

... to work at VSUTC or not to work at VSUTC, that is my question! After over 13 years of service, Mr. Ph. D., new kid on the block; emphasis on 'kid', tells me I'm going to be audio recorded and EVALUATED! Give me a BFB! (Big F...ing Break). I don't know what it is about VSUTC, but their hiring process/team have become "degree whores" – the more senior leadership can say, "Ph. D. this and Doctor that...", the better they think the agency looks to funders. They are so out of touch! Look at the numbers folks, "grunts" like me, with no degree, are the ones who make the difference. VSU needs to cut the BS and clean house!!! You can rest assured this troop of Bozos won't be here long. Good riddance to bad... you know what! LOL."

Later that morning, Rick VSUTCs' Director of Clinical Services, stops by Geoff's office and shows him a hard copy of Rita's "Grunts" blog post.