



Summary of Updates to the Code of Ethics and Standards of Practice

The updates to the Code of Ethics and Standards of Practice (Standards of Practice) reflect societal changes and current practices in social work and social service work. The College has made these changes based on feedback from registrants and other strategic parties.

Key updates include the following:

- gender-neutral pronouns;
- greater focus on diversity, equity, inclusion, and belonging;
- more simplified language; and
- clarification on some topics in response to feedback from the initial consultation.

The following is a brief overview of the most substantive updates and is not a substitute for reading the entire Standards of Practice, which registrants must do annually as part of their Continuing Competence Program. Updates are summarised in the table below:

SECTION	SUMMARY OF UPDATES TO THE STANDARDS OF PRACTICE
<i>Code of Ethics</i>	<ul style="list-style-type: none">• Requirement for registrants to take an anti-racist and anti-oppressive stance in their work• Added that registrants must advocate for social justice
<i>Explanatory Note</i>	<ul style="list-style-type: none">• Updated clarification that a client could be an individual, couple, family, group, supervisee, student, research participant, organization, or community that seeks and/or is the recipient of professional services• Clarified that a registrant's employer is not a client, except when the registrant has been contracted as a consultant.
<i>Scopes of Practice</i>	<ul style="list-style-type: none">• Inclusion of education requirements and practicum hours• Added examples of common workplace settings for SWs and SSWs• Updated to clearly state that educating students is within the scope of practice• Inclusion of promoting social change and the eliminating structural and systemic racism and oppression in the context of direct client care within the scope of practice



<p><i>Principle I: Relationship with Clients</i></p>	<ul style="list-style-type: none"> • Added statement that registrants respect each client’s uniqueness and intersectionality • Requirement that registrants reflect upon their values, assumptions, and biases
<p><i>Principle II: Competence and Integrity</i></p>	<ul style="list-style-type: none"> • Inclusion of Indigenous worldviews and ways of knowing within the definition of a credible body of social work or social service work knowledge • Expanded definition and expectations for dual relationships • Expectation that registrants approach all aspects of their work with humility • Added requirement for registrants to conduct themselves with civility, respect, and fairness to others • New requirement for registrants be knowledgeable about the role that the professions have played in perpetuating harm against Indigenous peoples
<p><i>Principle III: Responsibility to Clients</i></p>	<ul style="list-style-type: none"> • Requirement that registrants do not discriminate against anyone based on the Ontario Human Rights Code and Canada Human Rights Act • Added definition of informed consent • Clarification about clients requesting to work with registrants in their private practice • Updates to enhance clarity on how to end the client relationship
<p><i>Principle IV: The Social Work and Social Service Work Record</i></p>	<ul style="list-style-type: none"> • Revision which allows for verbal consent to the disclosure of a record • Added requirement to retain records for 10 years • Clarification that art may be part of the client record
<p><i>Principle V: Confidentiality</i></p>	<ul style="list-style-type: none"> • Updated information on the limits of confidentiality and verbal consent • New sections on Policy and Processes, Disclosure of Client Information, and Electronic Practice • Updated explanation for when registrants are required/permitted to disclose client information without consent
<p><i>Principle VI: Fees</i></p>	<ul style="list-style-type: none"> • Revised information on service charges • New definition of “excessive fees” • Explanation that registrants may accept culturally relevant recognition for services
<p><i>Principle VII: Advertising and Communications</i></p>	<ul style="list-style-type: none"> • Updated information on the use of titles and designations • Registrants cannot ask clients to “like” or “share” online accounts or platforms



<i>Principle VIII: Sexual Misconduct</i>	<ul style="list-style-type: none">• Updated definition of physical sexual relations• Expanded definition of touching of a sexual nature• Revised description of behaviour and remarks of a sexual nature
<i>Glossary</i>	Examples of updated or added definitions: <ul style="list-style-type: none">• Assessment; Best Interests; Client; Client Systems; Conflict of Interest; Consultation; Cultural Humility; Dual Relationship; Intersectionality; Reasonable effort; Social Justice; Social Work Diagnosis; Supervision