



Upcoming Events

Editor: Steve Cockerham
Co-Editor: Megan Hrivnak

Mid-Atlantic Consortium for Human Services Regional Conference: Grace Under Fire

Date: April 6-7, 2013 Location: Brooklyn, NY
Contact machs@nationalhumanservices.org

The Southern Organization for Human Services Regional Conference:

Becoming a Community Champion
Date: April 3-6, 2013 Location: New Port Richey, Florida
Contact sohs@nationalhumanservices.org or review the website, www.nationalhumanservices.org/SOHS

MidWest Organization for Human Services Regional Conference:

Empowerment and Resiliency
Date: April 14-16, 2013 Location: Harper College, Chicago, Illinois
For more information, contact mwohs@nationalhumanservices.org or review the website, www.nationalhumanservices.org/midwest-organization-for-human-services

2013 NOHS Annual Conference: Sailing into our Future: Expanding our Horizons

Date: October 23-26, 2013
Location: Pier 5 Hotel, 711 Eastern Avenue, Baltimore, Maryland
For more information, please turn to page 2 of the LINK or visit the NOHS website.

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“Well-written and conceptualized compositions are sought that show relevance to the conference theme and your presentation.”

“This momentum mobilizes our growth and energy for our professional future while building on the foundation of our past.”



Announcements and General Information

Call for Conference Proceedings

2012 NOHS National Conference -- Milwaukee, WI

Moving Forward: Innovation and Best Practices in Human Services

The National Organization for Human Services is requesting articles that represent conference workshop or poster presentations. Please consider submitting a paper to the Conference Proceedings Editorial Review Team, who will evaluate the manuscripts for peer-reviewed publication. Well-written and conceptualized compositions are sought that show relevance to the conference theme and your presentation. If accepted, your article will have impact and interest with human service practitioners, faculty, and students around the country. In addition, your document may be used for training and continuing education purposes through obtaining Continuing Education Units. Readers can receive credit for their professional development, especially credentialing, certification, and tenure/promotions. NOHS invites you to send a manuscript and participate in expanding the knowledge and skills of its members and fellow professionals.

Deadline for proposed articles: January 30, 2013

Contact Dr. Steve Cockerham at cockha@etsu.edu for further information and go to <http://www.nationalhumanservices.org/milwaukee> on the NOHS website for guidelines for submissions.

NOHS National Conference in 2013

Sailing into our Future: Expanding our Horizons

October 23-26, 2013

Pier 5 Hotel

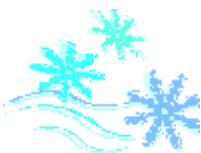
711 Eastern Avenue, Baltimore

NOHS has energized its “Human Service movement!” This momentum mobilizes our growth and energy for our professional future while building on the foundation of our past. This year’s theme continues that forward movement.

Change is a constant. From the Dream Act to an aging America, U.S. demographics continue to evolve rapidly. Impacting these changes are our fiscal challenges, threat of cuts in entitlement programs, new service delivery needs (i.e. rise in Asian and Latino populations), and an ever widening border as a result of technology and global initiatives.

Human Service practitioners, students, and educators are challenged to address these ever shifting demographics in human service programs as well as service delivery systems. Our capacity to expand our horizons and adapt to our changing societal needs is critical.

Please review the Call for Proposals located on the NOHS website: <http://www.nationalhumanservices.org/baltimore>



Many Thanks to NBCC for providing scholarships!

Scholarships for HS-BCPs Planning to Pursue a Career in Counseling

The NBCC Foundation (NBCCF) recently announced its scholarship program for Human Services-Board Certified Practitioners (HS-BCPs) who intend to pursue a career in counseling. This new scholarship category is made possible by generous corporate support from the Center for Credentialing & Education (CCE).

HS-BCPs working toward a bachelor's degree in a helping field with the intention to enter a master's-degree program in counseling were eligible to apply for one of two \$2,000 scholarships.

Bachelor level HS-BCPs who are currently enrolled in a master's-degree program accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) were eligible to apply for a \$5,000 scholarship.

Complete eligibility criteria can be found in the scholarship application packet available at www.nbccf.org/programs. The deadline was December 15th...

Human Services -- Board Certified Practitioner

Thank you for your interest in becoming a Human Services-Board Certified Practitioner (HS-BCP™).

What is the Human Services – Board Certified Practitioner credential?

The Center for Credentialing & Education (CCE) created the Human Services – Board Certified Practitioner (HS-BCP™) with the assistance of the National Organization for Human Services (NOHS) in consultation with the Council for Standards in Human Service Education (CSHSE). The credentialing process was designed for human services practitioners seeking to advance their careers by acquiring independent verification of their practical knowledge and educational background.

How will the HS-BCP™ help me?

With increased competition in this growing field, human services practitioners are finding that board certification in human services shows their attainment of high standards and a commitment to maintaining their place at the top of their field. The independent HS-BCP™ credential allows human services practitioners to stand out as a part of a distinguished group known for their commitment to the field.

How do I get approved for the HS-BCP?

Applicants holding a Technical Certificate, an Associate's, a Bachelor's or advanced degrees obtain the HS-BCP™ credential through an independent review of their qualifications. Approval is based upon demonstrating the achievement of the required educational and professional experience and by passing a national examination developed by human services practitioners for human services practitioners. See <http://www.cce-global.org/HSBCP/Exam> for more details.

Apply today to become one of the thousands of Human Services practitioners currently benefiting in their careers with a HS-BCP™ credential.

HS-BCP Application Packet at <http://www.cce-global.org/Downloads/Apps/HS-BCPapp.pdf>

If you have any questions after reading the HS-BCP Application Packet, please feel free to contact us at CCE@CCE-Global.org with the headline "HSBCP."



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Report from the NOHS Ethic Committee

Working Under Multiple Codes: Can I Have Sex with an Ex-Client?

By Shoshana Kerewsky

I am a NOHS member and an HS-BCP, which means I am functioning under both ethics codes. What should I do if they contradict each other?

Human Services is a multidisciplinary field, and many human service professionals belong to NOHS as well as other professional organizations. They also may have licenses or certificates in addition to the HS-BCP. How do we respond to different standards when we are responsible for following more than one ethics code?

Fortunately, ethics codes for social science professions share many core values. We are all concerned about the welfare of our clients, privacy, competent practice, documenting our work, and avoiding harmful multiple roles. Different professions extend their ethics codes by identifying different aspects of these core standards, as well as adding or omitting others. For example, the Human Services Board Practitioner (HS-BCP) code is intended primarily for practitioners. It has a lot to say about intervention, and nothing to say about teaching. NOHS used to be called “National Organization for Human Services Education,” an emphasis that can be seen in NOHS’s ethics code, which includes 17 ethical standards for educators.

Following both these codes can be very helpful if your work includes teaching or training, since the HS-BCP code doesn’t provide specific guidance about this area of human services work. On the other hand, the HS-BCP code provides brief, succinct standards which can be helpful when a practitioner needs a basic, clear standard, whereas the NOHS code includes more aspirational information, especially in relation to social justice and advocacy. This is very helpful for a practitioner who needs to understand the intention of the code. By understanding the code’s philosophy, a NOHS member can extrapolate what this code might say about situations that this code doesn’t cover.

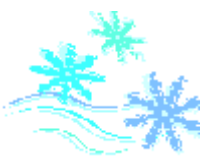
Sometimes ethics codes give conflicting guidance. In this case, it is imperative to consult with a colleague, ethics consultant, or legal counsel, even if the practitioner feels strongly about which standard to apply. This consultation assists in decision-making, provides an outside opinion from an uninvolved party, and provides the practitioner with greater assurance that she correctly understands her ethical responsibilities. An example of a situation in which consultation is critical is a practitioner considering whether to enter a sexual relationship with a past client. While professional ethics codes in the social sciences universally prohibit sexual relations with current clients, they differ on past clients.

NASW’s code for social workers states that, “Social workers should not engage in sexual activities or sexual contact with former clients because of the potential for harm to the client” (NASW, 2008), and the NAADAC code states, “The addiction professional will not, under any circumstances, engage in sexual behavior with current or former clients” (NAADAC, 2011). However, American Counseling Association’s code calls for, among other constraints and decision points, “...a period of 5 years following the last professional contact” (ACA, 2005), and the HS-BCP standard calls for “...[no] sexual or romantic interactions with former clients for a minimum of two (2) years following the last HS-BCP contact” (CCE, 2009). Practitioners who are HS-BCPs and addictions counselors functioning under the NAADAC ethics thus have a decision-making challenge—never, or after a minimum of two years?

Several factors could inform this decision. For example, was the practitioner functioning in a role covered by both codes or only one? It’s important to consider the job title and role, the agency’s expectations of the practitioner, the associated scope of practice and professional responsibilities, and how the practitioner represented her qualifications and training to the agency and



“How do we respond to different standards when we are responsible for following more than one ethics code?”



client. A NOHS member may also be a Social Worker engaged in social work practice. If she was hired as a Social Worker, generally speaking, she must function under social work ethics. However, if the practitioner is also functioning under another code that imposes more stringent standards on the practitioner in order to serve the client's welfare, she should adhere to the standard that imposes additional constraints on her behavior.

Sometimes it is difficult to determine which of two or more conflicting standards better serves the client's welfare, or ethics codes may present contradictory requirements. In these cases, it is also very important to seek appropriate consultation. The HS-BCP code states categorically, "Human service professionals seek appropriate consultation and supervision to assist in decision-making when there are legal, ethical or other dilemmas" (NOHS, 1996). More specifically, it says that HS-BCPs, "Disclose to employers or clients significant circumstances that could be construed as a potential or real conflict of interest, or any having an appearance of impropriety," a standard that would certainly apply in this scenario (CCE, 2009).

Some ethics codes include a requirement that, "When conflicts occur among ... [practitioners'] obligations or concerns, they attempt to resolve these conflicts in a responsible fashion that avoids or minimizes harm" (APA, 2002). Thus, a NOHS member who is also an American Psychological Association member would be required to attempt to resolve the conflict as well as the immediate situation. In a related standard, "Psychologists clarify the nature of the conflict, make known their commitment to the Ethics Code, and take reasonable steps to resolve the conflict ..." (APA, 2002). This statement is in reference to conflicts between the APA standards and laws, but provides a model for conflicts between ethics codes as well.

In ethics, as in human services, prevention is better than intervention. If you have multiple licenses, certificates, job roles, and professional memberships, know your ethics codes and consult to determine your best course of action before you face a dilemma.

Shoshana Kerewsky, PsyD, HS-BCP is past co-chair of the NOHS Ethics Committee. She functions under five different professional ethics codes.

Linda Wark, Chair of the NOHS Ethics Committee

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Editorial: Happy NOHS Year!

By Steve Cockerham



“Providing human services, like running NOHS and SOHS, can be like building a church and then watching the roof cave in...major problems can occur.”



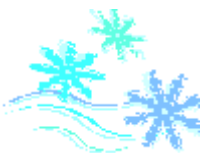
While you may be looking back now at the past year and readying for the winter holidays, I hope you are also looking forward to the year here upon us. A highlight of this coming year will be the annual NOHS conference, to be held in Baltimore. Several of my family members lived there for many years, so I can speak from our experience that you’ll want to attend the national conference there. Did you know that Maryland is the richest state in America, based on having the highest average annual household income? If this is surprising, think Washington and add Baltimore with its suburbs nestled between a park-like section of the Appalachians and the Chesapeake Bay. Fortunately, you won’t have to spend a fortune to visit there. Baltimore is based on a working class economy with maritime industries, the watermen culture, and highly vocal sports enthusiasts. The Bay enabled Baltimore to become a leading port city and a focal point between the north and south. Few in America have not tasted spices from McCormick.

Perhaps you are fans of the Terrapins, the Orioles, or the Colts...excuse please...I mean the Ravens. Be sure to visit old Edgar Allan before embarking on your Ghost Tour. Baltimore has a rich history and is known as a city of neighborhoods. One of my favorites is Little Italy, the place for some of the finest Italian cooking. The Inner Harbor recapitulates the culture of the area and underlines the process of neighborhood identities with cycles of repose and energy. Harborplace is a highlight of the Inner Harbor for superb shopping and sightseeing. The Lexington Market is an open air food extravaganza, the oldest in the country. If you like seafood, especially crabs and shellfish, you’ll absolutely love this city. Baltimore is home to the National Aquarium, a national treasure. There is so much to see and do in this classic city by the bay.

When in Baltimore, I worked for my brother-in-law’s company, which had built many of the churches and schools for the Catholic community during the previous century. They encountered a major organizational trauma when the roof collapsed in one of the churches they had built, causing death and disability. It turned out to be a problem with suppliers; the lumber mill had provided substandard beams. Nevertheless, it was a setback. My job with them was characteristically human services, to rehabilitate the company and promote progressive growth. In neighborhoods of urban decline, we rehabbed apartments and businesses that brought economic development and community revitalization. Meeting this challenge exemplifies the complexity and context of helping people with their problems. Providing human services, like running NOHS and SOHS, can be like building a church and then watching the roof cave in...major problems can occur. The task is to rebuild and continue onward...and better than sitting in the rain.

NOHS is going through a similar change, perhaps not as drastic but still as momentous. Our Association Manager, Heather Blevins, will not be with us any longer. She and her management company have decided not to renew the contract. The NOHS Board and its Executive Committee are currently reviewing proposals for a new company to manage the organizational needs of NOHS and its subsidiaries. Mrs. Blevins should be deeply thanked for her contribution to NOHS. I’m sure many of you have communicated with her and met her at conferences, staffing registration and ready to handle any situation that emerged. As a conference VP, I can attest to how hard she worked and how competent her contribution to making the conferences go smoothly...and that was only part of her job.

During her tenure, Heather helped bring us to where we are today. Our conference is now self-supporting, not a financial drain on membership. One of her strong points has been managing membership services for our association. Led by Heather, the website has undergone dramatic revisions according to board directives and contributions. Publications of the Human Services Journal, the Conference Proceedings, and the LINK, as well as CSHSE publications are now set for wider dissemination. TUA, the Honor Society, continues to be an exemplary recognition of



excellence. Her support during the establishment of the HS-BCP credential cannot be overlooked as well as relating to the CCE staff for meeting NOHS goals. She met an important need during a period of dramatic growth for NOHS. The decision regarding her replacement is essential to continue the momentum of the body that represents the field of human services. Heather will be leaving at the end of December, remaining to orient the new association manager chosen to begin in January.

Winter is upon us and spring won't be far behind. The holiday break can be a time of rest, relaxation, and renewal...time to spend with friends and family, and time to celebrate and give thanks. The new year approaches and we can anticipate the events that highlight the community of human services, the regional conferences in spring and the national conference next fall. Bringing our students and practitioners together in regional groups to learn and connect is the foundation for the national conference. Be sure to check the NOHS website for information about upcoming events in your region and around the nation. Of course, don't hesitate to contact NOHS for coordinating honors, awards, scholarships, research, credentialing, accreditation, publication, presentations, employment, and all sorts of information. NOHS is the nexus for human services. You are NOHS. Please don't hesitate to get involved. We work for you to help all of us.

We hope you have a Happy Holiday, Merry Christmas, Happy Hanukah, Joyous Kwanzaa, Felize Navidad, Pancha Ganapati, Assalamo Alaikum, Season's Greetings, Xin Nian Hai, Namaste, Happy New Year, or any authentic acknowledgement of taking time as the seasons change to share goodwill and happiness with one another. Personally, I like Sol Invictus! See you next year!

Steve Cockerham, Editor of the LINK



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“Bringing our students and practitioners together in regional groups to learn and connect is the foundation for the national conference.”



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