

## **STANDARDS OF PROFESSIONAL BEHAVIOR FOR CONTRIBUTING MEMBERS OF THE GSSWSR COMMUNITY**

Bryn Mawr Graduate School of Social Work and Social Research (GSSWSR) is committed to the education of social work professionals through the acquisition and integration of social work knowledge, values, and skills. Members of the GSSWSR Community are expected to meet the following standards of behavior in the classroom, in the field, and in the world at large. Attention to these standards is part of the official evaluations of students undertaken by Faculty, Field Instructors, and Field Liaisons and markers of excellence for all in our Community.

**Accountability:** Inside and outside of the classroom, GSSWSR Community members exhibit behaviors that are in compliance with institutional policies, academic practices, and societal laws, while practicing within the scope of the profession of social work and adhering to the profession's code of ethics. Within the classroom, field, and community, all responsibilities are met in a timely manner. In the classroom setting, students attend class regularly and complete assignments promptly, working independently unless otherwise instructed and in written work properly attributing all sources of information using APA-style citations and referencing. In the field setting, students meet all field commitments including being punctual and dependable, keeping appointments, maintaining confidentiality, and knowing that appearance, dress, and general demeanor are reflective of professional behavior. Students demonstrate a willingness to fully utilize supervision and feedback to enhance their professional development and seek appropriate support when having difficulties to ensure success in completing course and field placement requirements.

**Respect:** Members of the GSSWSR community treat all those with whom they come in contact with dignity and respect and approach conflict with others in a cooperative manner. Engaging in honest dialogue, GSSWSR Community members are active listeners and strive to use positive and nonjudgmental language.

**Confidentiality:** Personal information about any member of the GSSWSR community or client is held as confidential, respecting as privileged any personal information shared in class or in the field. Names of clients or other client-identifying information are not disclosed in the classroom or in conversations outside of the professional setting.

### **Interpersonal Skills**

**Self-Awareness:** GSSWSR Community members know how their values, attitudes, beliefs, emotions, and past experiences affect their thought processes, behavior, and relationships. As professional social workers, everyone must be willing to examine and change their behavior when it interferes with work with colleagues, clients, and others and are able to work effectively with those in supervisee positions as well as with those in authority.

**Empathy:** GSSWSR Community members strive to comprehend another individual's way of life and values, both in the field and in the classroom. All members are able to communicate empathy and support as a basis for productive professional relationships.

**Objectivity:** Social work students must be sufficiently objective to systematically evaluate client systems in an unbiased, factual way.

**Professional Commitment to Ethical Behavior:** The GSSWSR social worker must have a strong commitment to the standards and ethics of the social work profession. As such, GSSWSR Community members commit to the basic and essential social work values, which include respecting the dignity and worth of every individual and his/her right to a just share of society's resources. While deepening their commitment to social justice for all marginalized populations and other people at risk, Community members' values and actions reflect integrity, which includes honesty with self and all others. With authentic and continuous self-development as a goal, members of the GSSWSR Community recognize, accept, and benefit from constructive feedback.

**Honoring of Differences and Recognition of Similarities:** In accordance with social work ethics, all in the GSSWSR Community appreciate the values of human diversity and multiculturalism. They serve in an appropriate manner all persons in need of assistance, regardless of the individual's age, class, race, ethnicity, political and religious affiliations (or lack thereof), gender, sexual orientation, ability, and value system.