# Kentucky Christian University

# SOCIAL WORK PROGRAM
## STUDENT HANDBOOK



Kentucky Christian University

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*Although every effort has been made to ensure accuracy, the information provided in this Handbook is subject to modification without advance notice if the modification is necessary due to clerical error, required by accreditation expectations, or for the health of the program. If such modifications must be made without advanced notice, the social work program will notify declared and admitted social work students at the time the change is made.*

*Kentucky Christian University practices equal opportunity policies in both admissions and employment and does not discriminate on the basis of race, national or ethnic origin, sex, color, age, or handicap (consistent with Section 702 of Title VII of the 1964 Civil Rights Act which deals with exemptions for religious corporations with respect to employment of individuals with specific religious convictions.*
**REVISION DATE – February 2022**

# Welcome to
## Kentucky Christian University's
# Social Work Program

The purpose of this handbook is to orient you to KCU's Social Work Program's policies and procedures.  Included is information about application and admission requirements, as well as other pertinent information, which should help guide you.

KCU's Social Work Program strives to educate our students to become effective Social Workers in secular settings.  As Christ calls us to love our neighbor as ourselves, our initial task is to help our students to learn to accept themselves by genuinely identifying their own strengths and areas for growth.  When we can honestly allow Christ to work in us and love us to our full potential, we will be better able to offer this same love to those people placed in our lives.  Self-awareness and examination is as critical to becoming a competent Social Worker, as it is to being the person God made us to be.

Once the process of self-examination has begun, the knowledge base and skills are added to create an environment, which, hopefully, will foster a learning experience for you both professionally and personally.  The aim of the Social Work Program is to allow you to become a competent entry level Social Worker.  Our prayer is that you will grow stronger in your walk with Christ, and we are blessed with the privilege of walking with you for this season in your journey.

We hope this handbook will be useful, and may the peace of Christ be with you.

In His Name

*David Messer*

David Messer, MSW
Director and Field Coordinator, School of Social Work

# GENERAL INFORMATION

The Student Social Work Handbook is the primary reference tool for current policy and procedure for the Social Work Program.  Program changes indicated in this Handbook reflect the most current requirements and serve as updates of any previously published requirements.  Changes in the Bible and General Studies curriculum requirements may impact this program.

## ACCREDITATION
The Baccalaureate Social Work Program at Kentucky Christian University is accredited by the Council on Social Work Education (CSWE).

## LIFE EXPERIENCE CREDIT (EP 3.1.5)
Academic credit for life experience and previous work experience **will not** be given, in whole, or in part, in lieu of field practicum or for courses in the social work professional foundation.

## TRANSFER STUDENTS (EP 3.1.4)
Transfer credits for Social Work courses will be accepted by the KCU Social Work Program for comparable coursework from other CSWE accredited programs.  Only C or higher work will be accepted. All transfer students must have a minimum cumulative grade point average of 2.5 on a 4.0 scale at the last institution attended. Official transcripts from all previous colleges attended are necessary.

Students wishing to transfer Social Work course work to KCU from a non- CSWE accredited program should submit course syllabi for comparison and evaluation by Social Work faculty, along with documentation of instructors' credentials. (See Advisor for procedure.)

No practice courses or Practicum experience will be transferable.

## BREACH OF ETHICS
A breach of the NASW's (National Association of Social Work) Code of Ethics by a student during practicum will require an immediate interview with the faculty and may result in dismissal from KCU's Social Work Program.

## CRIMINAL RECORD / DRUG TESTING
Many practicum agencies require a Criminal Record Check and students must comply with practicum agencies requirements for Drug Testing.  Having a criminal record or testing positive for drug use could negatively impact potential practicum placements and future employment.

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**SOCIAL WORK STUDENT HONOR CODE**

As a student in the Bachelor of Social Work Program at Kentucky Christian University and in keeping with the National Association of Social Workers' Code of Ethics, I agree to the following:

**Academics:** I understand that completing my academic work with integrity means:
- I agree to complete my own work without any unauthorized aid on any assignment.
- I agree to encourage others to complete their own work with integrity as well.
- I will give credit through proper APA citation of work that I quote or summarize.
- I understand that I may be asked to submit my academic assignments through "Turn It In" or other plagiarism software at any time.

**Professionalism and Confidentiality: I understand that developing as a professional means:**
- I will protect as confidential any identifying or sensitive information of clients to which I have access while in my field practicum experiences or as a volunteer; as long as I am working in conjunction with academic pursuits at KCU.
- The only exception to maintaining confidentiality is if a person is a danger to self or others. If this occurs, I will seek immediate consultation with an agency supervisor or Field Coordinator.
- In keeping with the spirit of the NASW Code of Ethics, I will maintain the privacy of clients, supervisors, colleagues, as well as professors and other students by not communicating in any way that might breach confidentiality.
- This includes refraining from posting any comments on any social network that might be viewed as divulging identifying information or showing disrespect to others. (This includes such social network venues such as: Facebook, Twitter or other electronic forms of communication like email or instant messaging)
- I understand that respect is also a major part of developing as a professional. I will conduct myself professionally in the classroom as well by showing respect to fellow students and professors. (This includes issues such as cell phone use, drawing, sleeping in class, playing games on computers and generally not engaging in the learning process).
- When it is necessary to communicate via cell phone, or any electronic means with a supervisor or field coordinator, I will protect confidentiality by not divulging identifying information about a client and will communicate only non-identifying general information.

**Supervision and Consultation**
- If I have question or concern about any issue specifically addressed or implied in this honor statement, I will consult the Social Work faculty at KCU.
- If I become aware of any breach of this honor code by any social work student, I understand I have a duty to report the alleged breach to the Social Work Faculty.

I understand that violations of this Honor Statement may result in my dismissal from the Social Work Program. If I believe I have been treated unfairly, I know I may bring an appeal to the Social Work Advisory Council using the procedures noted in the Social Work Student Handbook.


Student Signature_____

Date_____

The mission of Kentucky Christian University is to engage students
in a transformative educational experience that equips them as effective Christian professionals providing servant leadership for the church and society.

## BACHELOR OF SOCIAL WORK DEGREE (BSW)

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                       Director and Field Coordinator, School of Social Work
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### Mission Statement

The Social Work Program at Kentucky Christian University, a Christian faith-based institution of higher education in rural Appalachia, exists to offer students
- **An Opportunity** to learn and practice the values, skills, and knowledge of an entry-level generalist social work practitioner.
- **A Safe Place** for students to assess their own personal values in light of Biblical and Social Work values; and
- **Empowerment**, in light of the university mission statement, to feel competent in their ability to value diversity and practice social work within the context of the profession's values and ethics.

**The 11 Graduation Competencies are connected to our Social Work Program Goals as noted below**
**Program Curriculum Goals.**

*Goal 1:* *Graduates will practice entry level social work from a knowledge base which integrates the following areas: Social Work Values and Ethics (including NASW's 6 value elements: service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence, as well as human rights and scientific inquiry); Diversity; Promotion of Social and Economic Justice; Populations at Risk; Human Behavior in the Social Environment; Social Welfare Policy and Services; Social Work Practice; Scientific Inquiry; Field Practicum.*

Graduates will practice behaviors in the following areas:
    Competency 1: Demonstrate Ethical and Professional Behavior

    Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental

    Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

    Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

    Competency 5: Engage in Policy Practice

    Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

    Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

    Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

    Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and
    Communities

**Goal 2:** *Graduates will use generalist practice skills with diverse client systems of all sizes and with specific emphasis on work with people of the Appalachian geographical region.*
Graduates will practice behaviors in the following area:

> Competency 10: Understanding and Respecting Spirituality and Religion as Aspects of Client
>
> Diversity and its Impact within Individuals, Families, Group, Organizations, and Communities.

**Goal 3:** *Graduates will develop and practice self-awareness of their responsibility as Christians and Social Workers to continue their spiritual, personal, and professional growth and development.*

Graduates will master practice behaviors in the following areas:

> Competency 11: Understanding and Respecting the Appalachian Culture and its Aspects of
>
> Diversity within Individuals, Families, Groups, Organizations and Communities.

**Programs Offered**

> Bachelor of Social Work (BSW)

**Social Work Program Academic and Professional Advising Policy**

**Advisee Assignment**
The Registrar assigns advisees according to students' proposed major.  Students will receive notification of their advisor.
While it is the responsibility of students to make sure that, all academic requirements have been met and to notify the advisor if not, it is also important for students and advisors to know the purpose of the advising to work together toward the students' goals.

**Purpose**
The primary purpose of academic and professional advising in the Bachelor of Social Work program is for students with the assistance of their advisor to develop meaningful education plans.

**Students with the assistance of their advisor will:**
1. Develop an educational plan consistent with their professional goals.
2. Develop career decision-making skills.
3. Obtain accurate information about institutional policies, procedures, resources, and programs.
4.  Partner with their advisor, as they are comfortable, to consider the direction of their professional future and to develop appropriate academic preparations for that future.
5.  Review program and coursework requirements with advisees so that the advisee can, in collaboration with their advisor, develop a structured plan to meet the academic requirements of the program.
6.  Advisees will identify strengths and areas for growth in their academic performance and program progression as well as develop a plan to address ongoing areas for growth and challenges, which might impede the advisee's achievement of their academic and professional goals.

**Changing Advisors**
When a student changes majors, he/she will complete a change of major form obtained from the Academic Office and have the current advisor sign it indicating the new major.  The student will be

assigned a new adviser.

## Admission Requirements (EP 3.1.1)

The Bachelor of Social Work Program at Kentucky Christian University is accredited by the Council on Social Work Education (CSWE).

1.      **Enrollment in Introductory Social Work courses) (EP 3.1.6)**

All students who wish to be a part of the Social Work program will be impartially considered. Students who declare their professional choice to be that of Social Work will be assigned a Social Work faculty advisor who will assist the student through the Admissions process.

**Pre-Admission Professional Dispositions Evaluation**

Prior to Admission, students take HSW 201 and HSW 202 where they are evaluated by the professors in these two courses using the Pre-Admission Professional Dispositions Form. The evaluations from both courses are used to determine whether to recommend the student for admission and if so, to discuss any needed plan of improvement.  Students are evaluated on the following areas: professional written and verbal communication, critical thinking skills, development as a professional, personal hygiene and professional dress, time management, professional and ethical behavior toward peers and professors.

2.      **Application for Admission to the Social Work Program  (EP 3.1.2)**

Students apply for admission to the Social Work program after successful completion of HSW 201 and HSW 202.  Upper class transfer students may make application with permission of the Program Director.  Application forms are in the Social Work Student Handbook, which is reviewed and the website link given to students in HSW 201.  Students may obtain it on the Social Work Program page of the KCU Website (https://www.kcu.edu/academics/school-social-work/) or from the Social Work Program office.

The admission process will begin when the student petitions the Social Work Program Director for admission.  Consultation with the Social Work advisor must be completed.  Completion of the following criteria is necessary before admission to the program can be granted:
a.      Minimum overall GPA of 2.0 in all coursework.
b.      ACT composite score of 18 or an SAT Verbal score of 450 and Math of 450.  Provisional admission will be considered for students with a lower ACT or SAT score IF the student has a minimum GPA of 3.00 overall in 100 level and higher college course work completed.
c.      Completion of the program application form.

Students will be admitted to the Social Work program upon successful completion of the admission process and informed of their acceptance in writing after the entrance interview.  Admitted students who drop out, or are dismissed, may be readmitted, providing that selected portions of the application procedure are repeated successfully.

**Successful completion of the entrance interview,** where the student achievement of Graduation Competencies at the "Novice" level occurs, is evaluated and documented in the "Student Portfolio". (For more information about Student Portfolio, see section entitled "Student Portfolio" in Social Work Program Student Handbook.)

3. **Continuance in the Social Work Program (3.1.7)**

Although a student who applies for the Social Work program may meet admissions qualifications, he/she may later exhibit behaviors that would not produce an acceptable level of performance as a beginning professional social worker.  Student performance is reviewed by Social Work faculty during three separate competency evaluations.  Field Faculty input will also play a role in this process.  The Social Work faculty make the final decision about whether a student should, or should not; continue in the Social Work program.

Continuance in the social work program requires the following:
1. Minimum over all GPA of 2.0
2. Minimum cumulative GPA of 2.5 in professional course work by the end of the junior year
3. Demonstrated personal qualities essential for working with people (as evaluated during competency reviews).  These qualities include, but are not limited to:
   a. Value orientation consistent with the Social Work profession
   b. Sensitivity to the needs of people
   c. Self-awareness
   d. A sense of responsibility
4. Completion of Student Self-Clearing Statement.
5. **Successful completion of the continuance interview**, where student achievement of Graduation Competencies at the "Intermediate" level occurs, is evaluated and documented in the "Student Portfolio".

4. **Notification of Deficit Requirements  (EP 3.1.8)**

**It is the student's responsibility** to be aware and notify his/her advisor of deficits in meeting program requirements.  The student who proactively works with his/her advisor in identifying and addressing deficits has a much better chance of rectifying the problems.  Failure to notify advisor of deficits may result in termination from the program.

Students may also be placed on **probationary status** if they do not successfully complete the requirements for continuance or graduation.  Normally, this probation will be limited to one semester, although two  semesters may be granted in a case with extenuating circumstances.  Students who do not remediate their performance during the probationary period will be dismissed from the program.

Any contingency conditions associated with admission, continuance, or exit are documented in writing for the student and a copy placed in the student file.

5. **Termination (EP 3.1.8)**

KCU's Social Work program measures student outcomes in courses based on demonstrated competencies in knowledge, values, and skills of the social work profession.  These competencies are documented in the interview process (admission, continuance, and exit).  Students are also expected to engage in behavior consistent with their Christian values and the National Association of Social Workers Code of Ethics.  A breach of NASW's Code of Ethics could result in termination from the Social Work program at KCU.

When students are unable to achieve academic standards consistent with items listed for continuance in the Social Work Student Handbook, they will be dismissed from the Social Work Program and will be informed in writing.  They will have the opportunity to meet with the Program

Director to discuss their status.   Readmission may be granted if deficiencies are corrected.

If a student is dismissed from Kentucky Christian University, then participation in the social work program is also terminated.  If a student believes that he/she has been treated unfairly, she/he may appeal this decision as described in the appeals procedure in the Social Work Student Handbook.

**Termination from Field Placement**
The social work program at Kentucky Christian University holds ethical and professional practice behavior in all field education experiences as a priority.  Social work students in the field serve vulnerable and at-risk individuals, families, and groups within organizations and communities. The Social Work program has the responsibility to protect those clients and mandate that Social Work students are competent to begin practice and that they meet professional and ethical standards.

The program's policies on field are connected to the students' ability to become effective social work professionals, and the student must always be in line with the NASW Code of Ethics, University policies on behavior, and professional dispositions in the classroom and practicum while in the community.  Students are accountable as representatives of the Social Work program and expected to uphold the rules and procedures of their practicum placement agencies. When the student fails to meet and demonstrate professional behaviors and maintain ethical standards and support the core values of the profession, these student may receive a failing grade or even be terminated from their placement.  Students must read and sign the KCU Social Work Program Student Code of Ethics as well as read and sign the KCU Social Work Program Clearing Statement before being placed into field. (Both are found in the student handbook)

Students should also understand that if there is any personal information withheld at the time they enter a field placement that may indicate a potential threat to public safety and welfare, a student may be denied entrance, continuance, or advancement into a practicum.  The student may also be terminated from both the Social Work program and the University.

Reasons for removal or termination from field placement or practicum
There are multiple requirements for students while in the field placement.  Please see the Syllabus for each course for the requirements of each field experience or practicum.
1.  Students who fail to meet the practicum/field requirements for a course, or who are unable to evidence mastery of the competencies or professional/ethical standards while in field, may be removed from field and dropped from the Social Work program.
2.  A student who is asked to leave a field placement (fired) due to unethical behavior, poor work ethic, or other behavior or performance gaps may be removed or terminated from their field placement.  This would result in failure of the course or practicum.
3.  Examples of conduct that may end in removal or termination may include, but not limited to:

   ● Excessive absences
   ● Chronic lateness
   ● Inability or refusal to accomplish objectives
   ● Repeated exhibition of poor practice skills
   ● Inappropriate relationships or poor boundaries with clients or staff
   ● Insubordination
   ● Failure to take direction
   ● Cheating
   ● Plagiarism or other kinds of academic dishonesty
   ● Impairment at agency due to alcohol or drug use
   ● Failure to pass a drug screen at any time.
   ● Failure to attend supervision or failure to utilize consultation in supervision

- Inability to get along with co-workers
- Requesting not to do reasonable tasks within the scope of the internship and social work practice
- Ethical violations
- Legal violations of federal, state, and local laws
- Agency policy violations
- Temporary removal if charged with a crime while in field, until the disposition of the charge is known.  At that time, a final decision to terminate will be made.

4. Students who are removed from the program may apply for re-admittance to the program and to the field using the current policy for appeals established by the Social Work program.

It is the hope of the Social Work program that all students have a wonderful experience in field.  The program desires for all students to succeed and gain the most from their field experiences and practicum.  In those times when the student engages in behaviors or neglects professionalism, this policy is in place and will be enforced.

6. **Reapplying to the Program (3.1.7)**

**The student is responsible** for seeing that necessary forms are completed and formal evaluation conferences are scheduled to assure continuance.  The student will work with his/her faculty advisor regarding any actions that result from competency evaluations. Any student who voluntarily withdrew, or was dismissed from the program and wishes to reapply, should:
✓ schedule an appointment with the Director of the Social Work Program.
✓ repeat the application process with the appropriate referrals.
✓ schedule an interview with the Social Work Faculty.

7. **Due Process (EP 3.1.7)**

Whenever a student believes that he/she has been treated unfairly or in a way, that abridges his/her rights, the student may consider using the Appeals Process as outlined in this Social Work Student Handbook.

8. **Graduation Requirements**

Prior to graduation, each Social Work Major will:
1. **Meet requirements for formal admission into the program.**
2. **Complete the following courses with a minimum grade of C (C- is not acceptable).**

| | | | |
|---|---|---|---|
| HSW 201 | Social Welfare: History, Services, Policy | HSW 403 | Generalist Practice III |
| HSW 202 | Social Work Values & Ethics | HSW 439 | Professional Transitions |
| HSW 204 | Crisis Management | HSW 444 | Senior Seminar |
| HSW 301 | Generalist Practice I | HSW 445 | Practicum |
| HSW 322 | Social Science Research Methods | HCP 401 | Abnormal Psychology |
| HSW 341 | Human Behavior in the Social Environment | HCP 222 | Statistics |
| HSW 352 | Human Diversity | | |
| HSW 361 | Social Policy | | |
| HSW 402 | Generalist Practice II | | |

3. **Complete the following Arts and Sciences courses with minimum grade of C (2.0**):
ENG 100 or 101 and ENG 102, or ENG 103, and MAT elective.
4. **Successful completion of the exit interview**, where student achievement of Graduation Competencies at the "Proficient" level occurs, is evaluated and documented in the "Student Portfolio".
5. **Maintain the required GPA** for continuation in the program (minimum over all GPA of 2.0; minimum cumulative GPA of 2.5 in professional course work).

6. **Demonstrated personal qualities essential for working with people** (as evaluated during competency reviews). These qualities include, but are not limited to:
   * Value orientation consistent with the Social Work profession
   * Sensitivity to the needs of people
   * Self-awareness
   * A sense of responsibility
7. **Completion of Student Self-Clearing Statement**
8. **Meet all University requirements** set forth for graduation as noted in the catalog in which the students enters the University

**9.     Student Portfolio**

Through a "Student Portfolio", the student's achievement of each of the Practice Behaviors demonstrating mastery of the 11 Graduation Competencies of KCU's BSW program is documented. A copy of the documentation is given to the student at the end of the interview or sent to the student by campus mail. A copy of the documentation is filed in the student's file.

The student must demonstrate achievement of Graduation Competencies at 3 levels (Novice, Intermediate, and Proficient) and these levels of "Competence" are documented in the "Interview Process" (Entrance, Continuance, and Exit).

A Benchmark is set by the program to demonstrate achievement of each Competency. Students, at each of level of evaluation, must demonstrate a 75% Novice level, 85% Intermediate level and 90% Proficient level or higher achievement for each Competency, as measured by the applicable practice behavior in a course measuring the Competency, in order to proceed in the Social Work Program. If a Benchmark is not successfully achieved, the student must remediate the Competency not met as agreed upon by faculty and documented in the respective interview (Entrance, Continuance, Exit).

**The levels of Evaluation are as follows:**
At the "Novice level", students are evaluated by faculty to determine achievement of Practice Behaviors measuring Competencies at the "Novice level". Students who demonstrate mastery of Competencies at the 'Novice level' will be admitted into the Bachelor of Social Work Program and this process is documented at the Entrance interview.

At the "Intermediate level", students are evaluated by faculty to determine achievement of Practice Behaviors measuring Competencies at the "Intermediate level". Students who demonstrate mastery of Competencies at the 'Intermediate level' will be continued in the Bachelor of Social Work Program and this process is documented at the Continuance interview.

At the "Proficient level", students are evaluated by faculty to determine achievement of Practice Behaviors measuring Competencies at the "Proficient level". Students who demonstrate mastery of Competencies at the 'Proficient level' will exit (graduate) from KCU's Bachelor of Social Work Program and this process is documented at the Exit interview.

**Pre-Admission Professional Dispositions Evaluation**
Prior to Admission, students take HSW 201 and HSW 202 where they are evaluated by the professors in these two courses using the Pre-Admission Professional Dispositions Form. The evaluation from both courses is used to determine whether to recommend the student for admission and if so, to discuss any needed plan of improvement.

10.    **Student Participation in Governance (EP 3. 1.9)**

The Social Work student group is Laos Protos, and it is the vehicle for social work students to participate in modifying program policies through their Student Representative to the Social Work

Advisory Council. Laos Protos meets annually with the Advisory Council in order to give anonymous feedback about the program and faculty.  The group also provides social work students with the ability to provide feedback to the University through the University's Student Council. By-Laws for Laos Protos may be found in this handbook.



## SOCIAL WORK COURSE DESCRIPTIONS

### HSW 201      SOCIAL WELFARE: HISTORY, SERVICES, POLICY   (3 hours)
The generalist approach to social welfare is introduced in this course.  The first module will examine current social services with diverse populations, the historical development of social services, the role policy plays in shaping their development, and the relationship between the social work values and ethics and social welfare services.  Module two (2) will allow the student to examine the specific fields of social work practice and encourage the student to begin examining areas of interest.  The final module will introduce the student to an application of the Generalist Intervention Model.  The student will also receive an introduction to social work practice in Appalachia. (Offered Every Fall)

### HSW 202      SOCIAL WORK VALUES AND ETHICS (3 hours)
This course is an introduction to the social work profession's values and ethics, and state law governing The practice of social work. Systems Theory and the Generalist Intervention Model are briefly discussed. Students are challenged to examine their own values with respect to the professions.  Students will also be given a library orientation specific to social work in order to facilitate future research in the field. (Prerequisite HCP 101, HSO 201, HSW 201 or instructor's consent) (Offered every Spring)

### HSW 204        CRISIS MANAGEMENT:  PREVENTION AND INTERVENTION (3 hours)
This course will examine crisis prevention strategies, evaluation and development of crisis plans and learning how to prepare for and respond to crisis in the professional realm.  Crisis is most often the impetus, which catapults individuals into seeking out help from those whose professional discipline lends itself to working with individuals, groups, families, communities, organizations, churches and the global community.  This course will examine human dilemma and crisis at all levels and provide students with special knowledge, values and skills as they prepare to confront crisis as a professional. (Offered Spring of odd years)

### HSW 208        MENTAL HEALTH (3 hours)
This course is designed to introduce students from various disciplines to basic knowledge and skills to interact with individuals who suffer with mental illness. The course will overview a number of disorders across the life cycle, from childhood to later life. Using a family-centered approach, the course will examine how these disorders impact both the individual and family. An introduction to the history of mental health, the impact of an individual's faith on his/her mental health, and access to community mental health will also be discussed. (Elective)

**HSW 209      SUICIDOLOY (3 hours)**
This course is designed for students across the disciplines to examine historical, current, and developing theoretical evidenced based research on suicide interventions. The focus will be on Prevention (efforts aimed at a suicidal crisis and understanding the individual that is actively suicidal), Intervention (efforts aimed at a suicidal individual(s) during a specific crisis, techniques to utilize and theories addressing why intervention can be effective). Also Post-vention (efforts aimed at those people most impacted by the loss to a suicide death; understanding Meaning Reconstruction and Post-Traumatic Growth). (Elective)

**HSW 221      MARRIAGE AND FAMILY (offered in spring of even years starting 2018)**
The purpose of this course is to offer students the opportunity to explore the nature of relationships with the marriage and family units. Topics such as intimacy, sex roles, sexuality, trust, self-awareness, diversity and the Christian faith will be explored. A wide variety of tools for learning will be used in-group discussions, role-plays, readings, etc.(Offered Spring of Even Years (Elective)

**HSW 301      GENERALIST PRACTICE I   (3 hours)**
The purpose of this course is to begin an in-depth study and practice of values and skills in generalist social work. Knowledge of theory and the generalist practice model gained from previous and concurrent courses will be applied to practice situations.  Students will learn and practice skills related to interviewing, developing social histories, problem solving, and establishing concrete goals with measurable outcomes. Issues related to values, termination, and the client-worker relationship will also be discussed. (Declared Social Work majors only.  Prerequisites: HSW 201, HSW 202, HSO 201 and formal program admission).  (Offered every Fall)

**HSW 305      DEATH, DYING AND BEREAVMENT**
This course is designed to provide students with a comprehensive overview of the study of death, dying and bereavement.  Theoretical frameworks, explanatory models and developmental approaches to understanding death, dying and bereavement will be discussed.  Students will explore their personal attitudes, beliefs, values, and biases about this topic and share their personal experiences and reactions regarding issues raised during this course. (Elective)

**HSW 310      SOCIAL WORK PRACTICE IN HEALTH CARE   (3 hours)**
This course examines the practice of social work in health care settings. The roles and tasks of social workers in hospital, long-term care, hospice and home health care settings are discussed and analyzed. Special emphasis will be placed on rural issues that impact practice delivery in these settings. (Pre-requisites HSW 200, HSW 201 or instructor consent) (Elective)

**HSW 322      SOCIAL SCIENCE / RESEARCH   (3 hours)**
An introduction to social science quantitative and qualitative research design. This course will include experience in problem definition, survey and experimental methodology, single subject design, statistical applications, interpretation, writing research results, and program evaluation, as well as qualitative research methods with a particular focus on evaluation of practice interventions. (Same as HCP 322. Prerequisite HCP 222 or instructor consent).  (Offered every Spring)

**HSW 341      HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT (3 hours)**
The person-in-environment focus is the key component of the study of human behavior within the context of micro/mezzo and macro level social systems presented in this course.  Special emphasis is placed on understanding the relationship between biological, social, psychological, and spiritual-cultural systems as they impact and are impacted by human behavior.  Human diversity factors and Social Work perspectives are examined. (Prerequisites:  BIO108/L, HSW 201, HSW 202, and HCP 201)  (offered every Fall)

**HSW 352      HUMAN DIVERSITY (3 hours)**
This course explores the concept of "embracing diversity" as it relates to race, ethnicity, culture, class,

gender, sexuality, religion, physical or mental abilities, age, and national origin. This course will provide content with similarities and differences in the experiences, needs and beliefs of people. Students are encouraged to struggle with personal values relating to any of these populations. (Offered Every fall)

**HSW 361     SOCIAL POLICY (3 hours)**
This course presents policy making from the agency level to the legislative level. Special attention is given to understanding how social policy is developed and implemented.  Several frameworks are presented by which policies can be analyzed. Society's values demonstrated by economic, social, and political influences which shape social policy are presented. (Prerequisites: HSW 201 and 202)  (Offered Every Fall)

**HSW 402     GENERALIST PRACTICE II   (3 hours)**
The purpose of this course is to continue applying social work values and developing the skills of a generalist practitioner presented in Generalist Practice I. Special attention will be given to practice with families and groups. Students will gain initial practical experience through 40 hours of volunteer service within a specific agency. Faculty supervision occurs during classroom discussion and individual consultation as needed. (Prerequisites: HSW 301 and formal program admission). (Offered Every Spring)

**HSW 403     GENERALIST PRACTICE III   (3 hours)**
This course gives students the opportunity to integrate social work values and skills learned in the classroom with an emphasis on macro-level practice.  In addition, the generalist model is further applied to special issues related to race, gender, sexuality, and culture (including Appalachia). (Prerequisites: HSW 301, 322, 352, 402, and formal program admission). (Offered Every Fall)

**HSW 431     INDEPENDENT STUDY WITH INTERNATIONAL SOCIAL WORK FOCUS  (3 hours)**
This independent study may be taken while a student is in an international setting where he/she will engage in observation and assistance to local social work professionals outside of the United States. Students will engage in identifying: values and ethics within the culture, diversity within the culture, populations at risk, human behavior, social welfare history and policy and learn  of the multiple systems from a global perspective.  Students will also develop a self-awareness, grow professionally, and identify resources (or lack of resources) within the global community. It needs to be understood by the student that this is not a practice or practicum experience.  (Elective)

**HSW 437     INTERNATIONAL PRACTICUM ORIENTATION (0 hours)**
Students who are intending to participate in an international social work practicum in spring are required to take this orientation course prior to entering practicum in the spring semester. This course operates as an independent study and includes an orientation to, and overview of: the country where the practicum will take place, the values and culture of the country, the International Federation of social workers Standards, unique safety issues, populations at risk, and the history of the current social welfare structure. Applicable lab fees for the international placement will be included in this course. Additionally, proof of medical insurance, proof of proper immunizations and other items will be Coordinated in this course. (offered in the fall prior to spring practicum)

**HSW 439   PROFESSIONAL TRANSITIONS (1 hour)**
Practical issues such as resumes, cover letters, professional interviewing, licensure, Workplace Safety, CPR and other concerns of a professional nature are examined. Social Work and Counseling Psychology students must anticipate practicum placement by the summer term following the spring semester in which this course is taken.  There is a lab fee for this course. (Offered Every Fall)

**HSW 441, 442, 443 INDEPENDENT STUDY (1 to 3 hours)**
Individual study to enable students to study material not in the curriculum or to facilitate an in-depth academic exploration of a particular area of interest.  (Consent of instructor required. Upper-class

students only)

### HSW 444    SENIOR SEMINAR (3 hours)

This course serves as the capstone to the Social Work Program.  Through a senior thesis, thesis experience paper and presentations, students will demonstrate learning related to research as it pertains to generalist Social Work practice, human behavior, policy, and professional values and ethics.  Tools for continued self-insight and self-evaluation are also presented.  Exit interview and testing are coordinated through this course.  By the completion of this course, the student will have made the transition into the professional role of a beginning generalist social work practitioner. (Prerequisite:  HSW 322, HSW 36l, HSW 403. Taken same semester as HSW 445 or consent of Social Work Program Director. (HSW 444 Offered every Spring)

### HSW 445    PRACTICUM / SEMINAR (12 hours)

Students will apply social work values, knowledge and skills from previous courses to actual client situations within a social service agency. Students must complete no less than 420 hours of practice experience within the designated agency (maximum of 35 hours per week). Additionally, students are required to participate in a one-hour practicum seminar per week, complete weekly logs, and participate in research, agency policy analysis, and related learning experiences beneficial to their agency. Students are expected to conduct themselves in a manner consistent with the profession of social work. Students are responsible to arrange transportation to and from their practicum agency. Students must also have liability insurance before beginning their practicum experience. Information about liability insurance and how to obtain it will be provided to students prior to their practicum placement. Only students who have been formally accepted into the Social Work Program and have completed all the Social Work course requirements, with the exception of HSW 444, with a minimum of a 2.5 grade point average may be admitted to the field Practicum. (Offered every spring)

**Support Courses:**

### HSO 201    INTRODUCTION TO SOCIOLOGY (3 hours)

A survey of the principles of sociology, with special attention to the forces and laws, which affect social life in modern times.  (Offered every fall)

### HCP 201    DEVELOPMENTAL PSYCHOLOGY (3 hours)

The study of life span human development, with special concern for the genetic and environmental factors, which influence the mental, emotional, and moral development of a person.  Each of the following stages of life-span development are included in this study:  prenatal development and birth, infancy, early childhood, middle and late childhood,  adolescence, early adulthood, middle adulthood, late adulthood, and death and dying.  (Same as EDF 251. Offered Every Semester)

### HCP 222    INTRODUCTION TO STATISTICS   (3 hours)

An introduction to quantitative methods in social science research.  Topics covered will include sum-mation notation, probability, descriptive statistics, and parametric and non-parametric inferential statistics. (Prerequisite: MAT 220, 221, or successful completion of the Math Area Algebra Exam) (Offered every fall and spring)

### HCP 401    ABNORMAL PSYCHOLOGY   (3 hours)

A study of the major mental disorders, as defined by the most recent Diagnostic and Statistical Manual. This course will briefly survey both factors contributing to these disorders and treatment options.  (Offered every fall)

### ECO 232    MACROECONOMICS    (3 hours)

Macroeconomics principles, such as national income, production, employment, the money and banking system, the modern theory of national income, economic growth, inflation, and the problems of economic

stabilization are examined. (Spring of every year)

**Social Work Course Sequence by Semester OVERALL TOTAL HOURS= 120   (Revised 10-2021)**

**Freshman Year**

| Fall Semester | Hours | Spring Semester | Hours |
|---|---|---|---|
| ENG 101 Composition 1 | 3 | BIO—Life Science (Human Bio. Preferred) | 3 |
| FND 101 College 101 | 1 | BIO—Lab | 1 |
| HCP 101 Intro to Psychology | 3 | HIS 1- History Elective | 3 |
| BOT 110 Intro to Old Testament | 3 | ENG 102 Composition II | 3 |
| HSW 201 Social Welfare, History, Services Policy | 3 | HSW 202 SW Values and Ethics | 3 |
| HSO 201 Intro Sociology | 3 | BNT 110 Intro to New Testament | 3 |
| Total Semester Hours | 16 | Total Semester Hours *Application* | 16 |

**Sophomore Year**

| Fall Semester | Hours | Spring Semester | Hours |
|---|---|---|---|
| MAT 22- Mat Elective) | 3  *2 | ECO 232 Macroeconomics OR ENG 22—or Humanities 2-elective | 3  *4     *6 |
| BTH 210 Christian Heritage | 3 | MAT 302  Statistics | 3  *1 |
| __ Elective | 3 | __  Bible Elective | 3 |
| HCP 201 Developmental Psychology | 3 | HSW 204 Crisis Prevention *6  or Focus elective | 3 |
| HSW 352 Human Diversity | 3 | Elective | 3 |
| Total Semester Hours *Entrance Interview* | 15 | Total Semester Hours | 15 |

**Junior Year**

| Fall Semester | Hours | Spring Semester | Hours |
|---|---|---|---|
| __ Elective | 3 | ENG 22—or Humanities 2-elective or ECO 232 Macro econ | *6     3  *4 |
| __ Elective | 3 | HSW 402 Generalist Practice II | 3 |
| HSW 301 Generalist Practice I | 3 | HSW 322 Social Science Research | 3 |
| HSW 341 Human Behavior Soc. Env. | 3 | Focus Area Elective or HSW 204 Crisis Prevention *6 | 3  *3     *5 |
| HSW 361 Social Policy | 3 | Elective | 3 |
| Total Semester Hours *Cont. Interview* | 15 | Total Semester Hours | 15 |

**Senior Year**

| Fall Semester | Hours | Spring Semester | Hours |
|---|---|---|---|
| __ Elective | 3 | HSW 445 Practicum/Seminar | 12 |
| HCP 401 Abnormal Psychology | 3 | HSW 444 Senior Seminar | 3 |
| HSW 403 Generalist Practice III | 3 | | |
| HSW 439 Professional Transitions | 1 | | |
| --Focus Area Elective | 3  *3 | | |
| Total Semester Hours | 13 | Total Semester Hours *Exit Interview* | 15 |

*1 Students wishing to take statistics as a math elective must consult advisor for procedure.

*2 If a student demonstrates proficiency in algebra, 3 hours of electives must be taken.

*3 Focus Area Electives must be discussed with, and approved by advisor.  Some courses must be completed with a minimum grade of C (C- is unacceptable).  See Social Work Requirements Check Sheet (pg. 15) for specific information.  Student is responsible to notify advisor of any courses where his/her grade is a C- or lower.

*4 Macroeconomics class meets in Spring every year.

*5 Crisis Intervention offered Spring odd years (Marriage and Family Elective) is offered Spring even years.

*6 Humanities Elective (ENG 213, 223, 225, 302)


## Social Work Course Checklist (Core Breakdown)   Revised (8-2016)
**Suggested Sequence**

| Core Curriculum: | | Credit Hours |
|---|---|---|
| ___ FND 101 | College 101 | 1 |
| ___ ENG 101 | Composition I* | 3 |
| ___ ENG 102 | Composition II* | 3 |
| ___ ENG 22-- | or Humanities 2-Elective | 3 |
| ___ HIS 1-- | History Elective | 3 |
| ___ MAT 22- | MAT Elective (minimum grade " C" ) | 3 |
| ___ HSO 201 | Social Science: Intro to Sociology | 3 |
| ___ BIO --- | Life Science Elective | 3 |
| | (Human Biology Preferred) | |
| ___ BNT 110 | Intro to New Testament | 3 |
| ___ BOT 110 | Intro to Old Testament | 3 |
| ___ HCP 201 | Developmental Psychology | 3 |
| | | **31** |

| Bible and Elective Core (see catalog for double major in Bible) | | |
|---|---|---|
| ___ BNT 110 | Intro to New Testament | 3 |
| ___ BOT 110 | Intro to Old Testament | 3 |
| ___ BTH 210 | Christian Heritage | 3 |
| ___ | Elective | 3 |
| ___ | Elective | 3 |
| ___ | Elective | 3 |
| | | 18 |

| Social Work Major: (46 Hours)* | | |
|---|---|---|
| ___ HSW 201 | Social Welfare; history, Services, Policy | 3 |
| ___ **APPLICATION** | | |
| ___ HSW 202 | Social Work Values and Ethics | 3 |
| ___ **ENTRANCE INTERVIEW** | | |
| ___ HSW 204 | Crisis Management | 3 |
| ___ HSW 301 | Generalist Practice I | 3 |
| ___ HSW 322 | Social Science Research Methods | 3 |
| ___ HSW 341 | Human Behavior & Social Environment | 3 |
| ___ HSW 352 | Human Diversity | 3 |
| ___ HSW 361 | Social Policy | 3 |
| ___ HSW 402 | Generalist Practice II | 3 |
| ___ **CONTINUANCE INTERVIEW** | | |
| ___ HSW 403 | Generalist Practice III | 3 |
| ___ HSW 439 | Professional Transitions | 1 |
| ___ HSW 444 | Senior Seminar | 3 |
| ___ HSW 445 | Practicum | 12 |
| ___ **EXIT INTERVIEW** | | **46** |

| Support Courses: (24 hours) | | |
|---|---|---|
| ___ BIO 106 | Human Biology Lab | 1 |
| ___ HCP 101 | Intro to Psychology | 3 |
| ___ MAT 302 | Introduction to Statistics* | 3 |
| ___ HCP 401 | Abnormal Psychology* | 3 |
| ___ ECO 232 | Macroeconomics | 3 |
| ___ ---- ----- | Focus Area Elective | 3 |
| ___ ---- ----- | Focus Area Elective | 3 |
| ___ ---- ----- | Focus Area Elective | 3 |
| ___ ---- ----- | Focus Area Elective | 3 |

*All Social Work Major as well as some Support courses and some Core courses identified with an asterisk (*) must be completed with a minimum grade of C (C- is unacceptable).

| **CORE REQUIREMENTS** *(26hrs.)* | **SW PROGRAM REQUIREMENTS** *(67 total hrs.)* |
|---|---|
| Enter Date Completed | Enter Date Completed |

**CORE REQUIREMENTS** *(26hrs.)*

Enter Date Completed

*Written Language*

___ ENG 101  Composition I   (2.0 required)
___ ENG 102  Composition II  (2.0 required)
___ ENG 22--  or Humanities 2-elective

*Mathematics*

___ MAT 22-  Elective          (2.0 required)

*Science*
___ BIO  ---    Life Science
                (Human Biology Preferred)
___ BIO ---     Life Science Lab

*Psychology*

___ HCP 101  Intro to Psychology

*History*

___ HIS 1--    History Elective

*Philosophy*

*Orientation*
___ FND 101  College 101

**BIBLE & THEOLOGY CORE** *(12 hrs.)*

(Complete Core & Bible Requirements with
 a 2.0 overall GPA)

___ BNT 110        Intro to New Testament
___ BOT  110       Intro to Old Testament
___                Bible Elective
___ BTH            Christian Heritage

**SW PROGRAM REQUIREMENTS** *(67 total hrs.)*

Enter Date Completed

*Entry Level Application to the Program*

___ 2.0 GPA overall in Core & Bible Requirements
___ Completion of program application form
*Letters of recommendation:*
___ Personal reference #1
___ Personal reference #2
___ Personal reference #3
___ Letter of recommendation from
        non social work faculty/staff
___ Minimum of cumulative GPA of 2. 5 in
        professional course work by the end of
        Junior year.
___ Successful demonstration of personal
        qualities essential for working with
        people during competence reviews

*Graduation Requirements*

Successful demonstration of professional competencies for admission social work program.

.

**Complete the following Core**      *(46 total hrs.)*
**with a Grade of C  (C minus is not acceptable)**
___ HSW 201    Social Welfare: History,
                       Services, Policy
___ HSW 202    Social Work Values/Ethics
___ HSW 204    Crisis Management
___ HSW 301    Generalist Practice I
___ HSW 322    Soc. Science Research Methods
___ HSW 341    HBSE
___ HSW 352    Human Diversity
___ HSW 361    Social Policy
___ HSW 402    Generalist Practice II
___ HSW 403    Generalist Practice III
___ HSW 439    Professional Transitions
___ HSW 444    Senior Seminar
___ HSW 445    Practicum

**Support Courses**
___ SOC  201    Intro to Sociology
___ HCP  201    Developmental Psychology
___ MAT 302    Statistics
___ HCP  401    Abnormal Psychology
___ ECO  232    Macroeconomics
___                Focus Elective
___                Focus Elective

| | |
|---|---|
| | ___ Elective<br>___ Elective |

**KENTUCKY CHRISITAN UNIVERSITY**
**SOCIAL WORK PROGRAM**
**Application for Admission**

**Name**_____

       **(Last)**               **(First)**             **(Middle or Maiden)**

**KCU Box#**_____      **KCU Student ID#**_____

**Cell Phone**_____      **Email Address**_____

**Home Address**_____

**Home Phone**_____  **Birth Date:** _____

**ACT Score**_____ **(or) SAT Score: Verbal**_____ **Math**_____

*Reference correspondence is a requirement from three persons familiar with you who would comment on your potential as a social worker. Posts may be from minister, boss, best friends, etc. List names, physical or email addresses so that the KCU Social Work Program Director can send a reference request.*

_____ I *waive* my right to review any, and all reference forms pertaining to my application to KCU's Social Work Program.

_____ I *maintain* my right to review any, and all reference forms pertaining to my application to KCU's Social Work Program.

- *Please get permission from references and a current email address*
- ***Do not use a relative***

*REFERENCE ONE*:

Name             _____
                    _____
Email or           _____
Mailing Address      _____

*REFERENCE TWO*:    _____

Name             _____
                    _____
Email or           _____
Mailing Address      _____

*REFERENCE THREE*:    _____

Name             _____
                    _____
Email or           _____
Mailing Address      _____
                    _____

---

**PROGRAM USE ONLY**

Mailed:_____

Received:

Ref 1 _____

Ref 2 _____

Ref 3 _____

Other Mailing Dates:
_____
_____
_____
_____
_____
_____
_____

Essay _____

Notes:

HSW 201-----------------

HSW 202_____

**Essay: To Be a Christian Social Worker**

On a separate sheet, please type your reasons for pursuing social work as a career.
The following questions may guide your writing:
1. What life experiences have influenced you to help people?
2. What strengths do you possess that can be used to help people?
3. What interested you in the profession of social work?
4. Describe any other experiences/interests of importance that helped you become who you are today.
5. Describe your previous employment, location of employment and years employed.

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## KENTUCKY CHRISTIAN UNIVERSITY NON-DISCRIMINATION POLICY
Kentucky Christian University practices equal opportunity policies in both admissions and employment and does not discriminate on the basis of race, national or ethnic origin, sex, color, age, or handicap (consistent with Section 702 of Title VII of the 1964 Civil Rights Act which deals with exemptions for religious corporations with respect to employment of individuals with specific religious convictions).

## SOCIAL WORK PROGRAM NON-DISCRIMINATION POLICY
While the Social Work Program supports the right of the individual to self-determination, it also respectfully supports the institution's right to have policies that reflect its sincerely held Biblical beliefs. Within these parameters, the Social Work Program will confidentially support individuals as they work through issues in context of their own value system.

## CRIMINAL RECORD CHECK / DRUG TESTING:
Many practicum agencies require a Criminal Record Check and students must comply with the practicum agencies requirement for Drug Testing. Having a criminal record or testing positive for drug use could negatively impact potential practicum placements and future employment.

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*I affirm that, to the best of my knowledge, all the information included on this application is true. I have read and understand the University and School non-discrimination policies and the criminal record check / drug-testing clause.*

**Signature**: _____     **Date**: _____

# -APPEAL PROCEDURES
## (EP 3.1.7)

**GRADE APPEAL PROCEDURE**:
Please refer to the KCU Student Handbook at kcu.edu/online-campus

**PROGRAM APPEALS PROCEDURE**:
All students have the right to appeal decisions made by faculty regarding student status in the Social Work program as well as any concerns regarding student evaluation in the admission, continuance, or exit interview process.   The Appeal Procedure is as follows:

**1**.        **WRITTEN NOTICE TO ADVISOR**

The student must submit a written notice of appeal to their Advisor stating the reason(s) for the appeal within 5 business days of receiving notification of the action or the right to appeal will be forfeited.

The student must be able to present evidence and/or witnesses that would warrant an investigation of any issue in dispute. The advisor will review the policy with the student.  Also, the advisor will review and verify the data upon which the decision was based.  If a change is to be     made, the advisor will contact the proper persons and provide appropriate documentation on  behalf  of the student

The Advisor will decide from the information provided whether the case warrants formal presentation to the Program Director.

If the student, believes the program decision was in error. He/she has 3 school days to take the written appeal to the Program Director. A copy of the action taken will go into the student's file.

**Reason for Appeal: (extra paper may be attached)**
_____
_____
_____
_____
_____

**Advisor Signature: _____**

**I HAVE READ AND UNDERSTAND THE APPEALS PROCESS OF THE SOCIAL WORK PROGRAM OF KCU AND I WISH TO INVOKE MY RIGHT TO THIS PROCESS.**

**Date of Commencement of Appeal: _____**

**Student Signature: _____**

**2.        CONTACT SOCIAL WORK PROGRAM DIRECTOR**

The Program Director will again review the issue of appeal with the student.  Also, the Director

will review documentation prepared by the student's Advisor and verify the data upon which the decision was based.  If a change is to be made, the Program Director will contact the proper persons and provide appropriate documentation on behalf of the student.

If the student believes the program decision was in error.  He/she has 3 school days to take the written appeal to the Vice President of Academics.  A copy of the action taken will go into the student's file.

**Disposition of Program Director:**

_____
_____
_____
_____
_____

**Program Director Signature:**_____

**I HAVE CONFERRED WITH THE SOCIAL WORK PROGRAM DIRECTOR AND AT THIS TIME I:**

**_____Wish to Continue the Appeals Process**          **_____ Am Dismissing My Appeal**

**Student Signature:** _____

**Date:** _____

**KCU Box #_____     Phone # _____     Email Address _____**

3.     **CONTACT THE VICE PRESIDENT OF ACADEMICS**
        The Vice President of Academics, in consultation with the Program Director, will review and verify the data upon which the decision was based.  If a change is to be made, the Vice President of Academics will contact the proper persons and provide appropriate documentation on behalf of

        the student. A copy of the action taken will go into the student's file.

        If the student believes the program decision was in error, he/she has 3 school days to request the Vice President of Academics to convene a Social Work Advisory Council meeting within two weeks of this date.

        At the time of the request, the student will submit, in writing, if he/she:
        A.        Will or will not be present at the Social Work Advisory Council meeting.
        B.        Will request one representative (parent, friend, attorney) and who that person will be.

**Disposition of Vice President of Academics:**
_____
_____
_____
_____

**Vice President of Academics**

**Signature:**_____

**I HAVE CONFERRED WITH THE VICE PRESIDENT OF ACADEMICS AND AT THIS TIME I:**

**_____  Wish to Continue the Appeals Process          _____ Am Dismissing My Appeal**

**\_\_\_\_\_   Invoke my right to present my petition before the Social Work Advisory Council**

       **\_\_\_\_\_   I will be present at the Social Work Advisory Council Meeting**
       **\_\_\_\_\_   I will NOT be present at the Social Work Advisory Council Meeting.**
       **\_\_\_\_\_   I request the presence of one representative**
       **My representative will be: _____**

       **\_\_\_\_\_   I DO NOT request the presence of one representative**

**Student Signature: _____**

**Date: _____**

   **4**.      **CONTACT THE SOCIAL WORK ADVISORY COUNCIL**

The Program Director will call a meeting of the Social Work Advisory Council.  The Council will review  and verify the data upon which the decision was based.  If a change is to be made, the Council will contact the proper persons and provide appropriate documentation on behalf of the student.  This is the final level of appeal.

The Vice President of Academics will notify the student of the final decision. A copy of this action
 will go in the student's file.

**THE DECISION MADE ON BEHALF OF_____**
**WAS AS FOLLOWS:**
**_____**
**_____**
**_____**
**_____**
**_____**

**Social Work Advisory Council Chairperson Signature:**

**_____**

**Date: _____**

**Student Notification Date: _____**

**Vice President of Academics Signature:**

**_____**

**SPECIAL CIRCUMSTANCE REQUEST FOR PREREQUISITE ADJUSTMENT  (EP 3.1.7)**

All students have the right to appeal decisions made by faculty regarding student status in the Social Work program.  The policy of the Kentucky Christian University Social Work Program is that all required introductory Social Work classes must be passed with a grade of "C" or better to be allowed to enter upper level courses. The following form will be used as:

    A.    due process for students who have not successfully passed one of the required in-troductory courses mandated by the Kentucky Christian University Social Work Program and desire to enter an upper level course. (name course).

    B.    due process for students who have transferred to Kentucky Christian University without having taken the introductory courses mandated by the KCU Social Work Program.

1.    **PETITION TO THE PROGRAM**
The student must make a formal petition to the program, in writing, on a separate sheet of paper (to be attached to this form).  The petition must include:

    A.    the reason the introductory class was not successfully completed or not taken;

    B.    how the prerequisite course work will be completed prior to, or concurrently with, the upper level course.  (name course)

2.    **REVIEW OF PETITION BY SOCIAL WORK FACULTY**
The Social Work Program faculty will review the petition and schedule a meeting with the student

within 3 working days (of receipt of petition) to determine the level of the student's knowledge

base of the missed material before a decision is made to allow the student to take the upper level course..

If the student is not satisfied with the outcome, they should refer to the Appeals Process as outlined in the Social Work Student Handbook.

**I HAVE READ AND UNDERSTAND THE DUE PROCESS OF THE SOCIAL WORK PROGRAM OF KCU AND I WISH TO INVOKE MY RIGHT TO THIS PROCESS.**

**STUDENT SIGNATURE**:_____

**KCU Box #**_____ **Phone #**_____ **Email Address** _____

**DATE OF COMMENCEMENT OF PROCESS**:_____

**DATE WRITTEN PETITION WAS RECEIVED BY SOCIAL WORK PROGRAM** _____

**DATE OF MEETING WITH STUDENT AND SOCIAL WORK FACULTY**:_____

**THE DECISION MADE ON BEHALF OF** _____
**WAS AS FOLLOWS**:_____

**SOCIAL WORK PROGRAM DIRECTOR SIGNATURE:**

**I HAVE CONFERRED WITH THE SOCIAL WORK PROGRAM FACULTY AND:**
**_____**    **AGREE WITH THE DECISION**
**_____**    **DISAGREE WITH THE DECISION WISH TO COMMENCE A FURTHER APPEAL**

**STUDENT SIGNATURE**:

_____

**SOCIAL WORK FACULTY SIGNATURES**:

_____

_____

**DATE**: _____

A Copy of this Petition will be placed in the students file

## Distance Learning and International Practicum Policy

The Distance Practicum is a unique way for students to complete their Senior Social Work Practicum at an agency not within driving distance of Kentucky Christian University, or outside of the United States.  **These will be awarded sparingly**.

Application does not automatically mean approval.  For a distance learning practicum, students must go through an application process in order to be approved for placement.  Students may not simply plan a distance placement independent of the University.  Guidelines are in place to ensure the distance learner receives the same educational experiences as the on-campus student.  These guidelines may be found in the Social Work Program Senior Practice Manual. (Local placements are preferred by the University).

## Social Work Advisory Council Duties

The Social Work Advisory Council will be charged with advising the program faculty on program and policy issues in a consultant capacity, holding program faculty accountable to accreditation standards consistent with the CSWE Curriculum Policy statement and to community needs.

Advisory Council members connect to the Social Work students through participation in the Advisory Council / Student Open Forum, Senior Thesis presentations, and student appeals process.  Advisory Council members contact information can be found on www.kcu.edu

**MOTTO**
**"Each one should use whatever gift he has received to serve others faithfully administering God's grace in its various forms" 1 Peter 4:10**

## STUDENT SOCIAL WORK ORGANIZATION

The Student Social Work Organization is a student-led service organization for all Social Work majors.  All Social Work students are encouraged to be active in this organization as it provides extracurricular learning activities as well as a chance to develop social relationships with other future
Social Work professionals.

Laos Protos is represented on the *KCU Student Council*, the student governing body which acts as an intermediary council between students, faculty and administration.

Laos Protos is also represented on the *Social Work Advisory Council* which has a voice in formulating and modifying program policies.

□□□□□□□□□□

## LAOS PROTOS MISSION STATEMENT
□□□□□□□□□□□□□□□

The mission of LAOS PROTOS of Kentucky Christian University is to develop a responsible concern about the present and future development of Social Work professionals. To fulfill this mission, we will:

\*   Promote opportunities for the enrichment of the member's social and spiritual growth and
the cultivation of individual talent;

\*   Develop service projects, which reflect a commitment to promoting both Christian and Social Work values;

\*   Provide opportunities for exposure to diversity and to the many faces of the profession of Social Work.

**BY-LAWS FOR <u>LAOS PROTOS</u> SOCIAL WORK STUDENT ORGANIZATION**
(Effective Date: March 1, 1997-Revised: January 2009 and September 2017)
## (EP 3.1.9)   (3.10)
### KENTUCKY CHRISTIAN UNIVERSITY
### SCHOOL OF SOCIAL WORK AND BEHAVIORAL HEALTH
### 100 ACADEMIC PARKWAY, GRAYSON, KY 41143 2205

*CHAPTER I*

LAOS PROTOS: DEFINITION, AIM, MOTTO

Section 1
The Student Social Work Organization is a student-led service organization for all Social Work majors.  All Social Work students are encouraged to be active in this organization as it provides extracurricular learning activities as well as a chance to develop social relationships, with other future Social Work Professionals.

Section 2
The mission statement of Laos Protos of Kentucky Christian University is to develop a responsible concern about the present and future development of Social Work professionals.  To fulfill this mission, we will:  1) Promote opportunities for the enrichment of the members social and spiritual growth and the cultivation of individual talent, 2) Develop service projects which reflect a commitment to promoting both Christian and Social Work values, 3) Provide opportunities for exposure to diversity and to the many faces of the profession of Social Work.

Section 3
Our motto is found in 1 Peter 4:10: "Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms."

*CHAPTER II*

OFFICERS OF THE EXECUTIVE COMMITTEE

Section 1
The officers of the organization shall consist of a President, Vice President, Secretary, Treasurer, student body Representative, and freshman Representative to be elected by majority vote of the active Laos Protos membership.

Section 2
The President or designee shall serve as the official representative of Laos Protos in a respective manner that would gratify the organization, preside at all regular and special meetings of Laos Protos; call special meetings of Laos Protos; appoint committees with the approval of the Executive Committee; represent Laos Protos at all Student Council meetings (except in the case of another executive committee member that is already in student council) and serve on at least one committee of the Student Council; inform the faculty advisors of the business and events of Laos Protos; maintain contact communication with the sponsors of the organization; be involved with the orientation of new students for both fall and spring semesters; and promote the general welfare of Laos Protos.

Section 3
The Vice President or designee shall perform all duties of the President in the latter's absence or disability; attend all regular meetings of the organization; act as chairperson/overseer of the committees established by the organization with concentration being placed on structuring committees and appointment leaders; send a notice to inform the other members of the time, date, and place of upcoming meetings; and represent Laos Protos and social work majors in general to the Social Work Advisory Council.

**Section 4**
The Secretary shall keep minutes of all committee meetings and general meetings, a copy of which shall be forwarded to the Director of the Social Work program; make copies of minutes available in the School of Social Work office; put minutes in all officers mailboxes; review the minutes from the previous meeting at every meeting of the organization; obtain a copy of the current mailing list of all social work students from the Director of the Social Work program; keep a copy of all Laos Protos committee and general meeting minutes for the academic year in a cumulative file which will be maintain in the office of the Director of the Social Work program; and fulfill such additional duties as may be assigned by the President.

**Section 5**
The Treasurer shall collect and record the dues (if necessary) paid to the organization from each member; keep all financial records of the organization; submit to the Secretary a monthly report of the financial budget of Laos Protos which shall be attached to the secretarial report after submission; deposit and withdraw funds as needed in accordance with the policies of the Business Office of Kentucky Christian University; and fulfill such additional duties as may be assigned by the President.

**Section 6**
The Freshman Representative shall serve on at least one committee of Laos Protos; and serve as the Freshman/New Student Representative.

**Section 7**
The faculty members of the Social Work program shall serve as the Faculty Advisors to the organization and act as consultants.

## CHAPTER III

### ORGANIZATION AND PROCEDURES

**Section 1**
The Executive Committee shall consist of the President, Vice President, Secretary, Treasurer, student body Representative, and the freshman Representative.

**Section 2**
If needed, the Board of Leaders shall consist of one leader from each committee who shall represent his/her committee and inform Laos Protos with input on the current activities of the specific committee's progressiveness.

**Section 3**
The Faculty Advisors shall serve as consultants to the Executive Committee and to the organization as a whole when specified by the Executive Committee.

**Section 4**
The Executive Committee of Laos Protos shall meet once a month to discuss group business.

**Section 5**
Laos Protos shall meet once a month each semester of the academic year.

**Section 6**
Committees may be appointed by the President with the approval of the Executive Committee.

**Section 7**
Laos Protos shall operate from the beginning of school and end the last week of school.

Section 8
Laos Protos shall maintain adequate and accurate records of its membership, activities, and finances.  Such records shall be kept in such a way as to serve as a permanent and historical record, and will be maintained in the office of the Social Work Program Director.

Section 9
Laos Protos maintains open membership to any social work major.

Section 10
Election of officers will be held before April 30 of each year with the exception of the Freshman Representative who will be elected during the month of September.

## *CHAPTER IV*

## DUES, IF NEEDED

Section 1
The initiation fee shall be of sufficient amount to provide for the basic needs of Laos Protos.

Section 2
Annual Laos Protos dues shall be established in accordance with the needs of the organization deemed by the Executive Committee.

Section 3
Special fees may be levied by the Executive Committee and a three-fourths vote of the membership present.

## *CHAPTER V*

## AMENDMENTS

These By-Laws may be amended by a three-fourths vote of the active group of Laos Protos.

## AFFIRMATIVE ACTION STATEMENT

Consistent with the policies of Kentucky Christian University, Laos Protos practices equal opportunities with regard to membership and participation and does not discriminate on the basis of race, national or ethnic origin, sex, color, age, or handicap (consistent with Section 702 of Title VII of the 1964 Civil Rights Act which deals with exemptions for religious corporations with respect to individuals with specific religious convictions).

## POSITION STATEMENT

With regard to the issue of sexual orientation, Laos Protos supports the individual who struggles with his/her sexual orientation and/or behavior and the right of that individual to self-determination.  While the organization supports the individual's right to self-determination, it also respectfully supports the institution's right to have policies that reflect it's sincerely held Biblical beliefs.  Within these parameters, the organization will support individuals as they work through issues in the light of their own value system.

# CHECK OUT THESE WEBSITES!

National Association of Social Workers (NASW)    www.socialworkers.org
*The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world, with 132,000 members. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound social policies*

National Association of Social Workers (NASW)    www.naswdc.org/students
*Student Center*

North American Association of Christians in Social Work  (NACSW)    www.nacsw.org
*NACSW equips its members to integrate Christian faith and professional social work practice.*

JobNet Career Center                                    www.nacsw.org
   *A unique resource for employment connections for Christians in social work/services.*

The New Social Worker                        www.socialworker.com/home/index.php
   *Social Work Careers Magazine*

        *A resource tool for social work*

National Conference of State Legislatures            www.ncsl.org
   *The nation's most respected bipartisan organization providing states support, ideas, connections and a strong voice on Capitol Hill.*

Council on Social Work Education                www.cswe.org
    *Social Work Program Accreditation*

US Department of Health & Human Services        www.hhs.gov
    *Sites on grants and other informative issues*

Social Work Examination Services                www.swes.net
    *Publishers of Social Work License Review Study Guides*

The Pew Forum on Religious & Public Life            www.pewforum.org
   *Religion and Public Life Project*

International Federation of Social Workers            www.ifsw.org
   *IFSW supports its 116 country members by providing a global voice for the profession*

**Educational Policy and Accreditation Standards**

**Purpose: Social Work Practice, Education, and Educational Policy and Accreditation Standards**

The purpose of the social work profession is to promote human and community well-being. Guided by a person and environment construct, a global perspective, respect for human diversity, and knowledge based on scientific inquiry, social work's purpose is actualized through its quest for social and economic justice, the prevention of conditions that limit human rights, the elimination of poverty, and the enhancement of the quality of life for all persons.

Social work educators serve the profession through their teaching, scholarship, and service. Social work education—at the baccalaureate, master's, and doctoral levels—shapes the profession's future through the education of competent professionals, the generation of knowledge, and the exercise of leadership within the professional community.

The Council on Social Work Education (CSWE) uses the Educational Policy and Accreditation Standards (EPAS) to accredit baccalaureate- and master's-level social work programs. EPAS supports academic excellence by establishing thresholds for professional competence. It permits programs to use traditional and emerging models of curriculum design by balancing requirements that promote comparability across programs with a level of flexibility that encourages programs to differentiate.

EPAS describe four features of an integrated curriculum design: (1) program mission and goals; (2) explicit curriculum; (3) implicit curriculum; and (4) assessment. The Educational Policy and Accreditation Standards are conceptually linked. Educational Policy describes each curriculum feature. Accreditation Standards (*in italics*) are derived from the Educational Policy and specify the requirements used to develop and maintain an accredited social work program at the baccalaureate (B) or master's (M) level.

**SOCIAL WORK COMPETENCIES**

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-inform Research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities.

# 1. Program Mission and Goals

**Educational Policy 1.0—Program Mission and Goals**
The mission and goals of each social work program address the profession's purpose, are grounded in core professional values and are informed by program context.

**Values**
Service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence,1 human rights, and scientific inquiry are among the core values of social work. These values underpin the explicit and implicit curriculum and frame the profession's commitment to respect for all people and the quest for social and economic justice.

**Program Context**
Context encompasses the mission of the institution in which the program is located and the needs and opportunities associated with the setting and program options.  Programs are further influenced by their social, cultural, demographic, local, regional, and global contexts and by the ways they elect to engage these factors. Additional factors include new knowledge, technology, and ideas that may have a bearing on contemporary and future social work education and practice.

## Explicit Curriculum

The explicit curriculum constitutes the program's formal educational structure and includes the courses and field education used for each of its program options. Social work education is grounded in the liberal arts, which provide the intellectual basis for the professional curriculum and inform its design. Using a competency-based education framework, the explicit curriculum prepares students for professional practice at the baccalaureate and master's levels. Baccalaureate programs prepare students for generalist practice.  Master's programs prepare students for generalist practice and specialized practice.  The explicit curriculum, including field education, may include forms of technology as a component of the curriculum.

**Educational Policy 2.0 – Generalist Practice**
Generalist practice is grounded in the liberal arts and the person-in-environment framework.  To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods in their practice with diverse individuals, families, groups, organizations, and communities based on scientific inquiry and best practices.  The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice at the micro, mezzo, and macro levels.  Generalist practitioners engage diversity in their practice and advocate for human rights.  They engage in research-informed practice and are proactive in responding to the impact of context on professional practice.
The baccalaureate program in social work prepares students for generalist practice.  The descriptions of the nine social work Competencies presented in the EPAS identify the knowledge, values, skills, cognitive and affective processes, and behaviors associated with competence at the generalist level of practice.

## Educational Policy M2.1—Specialized Practice
Specialized practice builds on generalist practice as described in EP 2.0, adapting and extending the Social Work Competencies for practice with a specific population, problem area, method of intervention, perspective or approach to practice. Specialized practice augments and extends social work knowledge, values, and skills to engage, assess, intervene, and evaluate within an area of specialization. Specialized practitioners advocate with and on behalf of clients and constituencies in their area of specialized practice. Specialized practitioners synthesize and employ a broad range of interdisciplinary and multidisciplinary knowledge and skills based on

scientific inquiry and best practices, and consistent with social work values. Specialized practitioners engage in and conduct research to inform and improve practice, policy, and service delivery.

The master's program in social work prepares students for specialized practice. Programs identify the specialized knowledge, values, skills, cognitive and affective processes, and behaviors that extend and enhance the nine Social Work Competencies and prepare students for practice in the area of specialization.

**Educational Policy 2.2—Signature Pedagogy:  Field Education**
Signature pedagogies are elements of instruction and of socialization that teach future practitioners the fundamental dimensions of professional work in their discipline – the think, to perform, and to act ethically and with integrity.  Field education is the signature pedagogy for social work.  The intent of field education is to integrate the theoretical and conceptual contribution of the classroom with the practical world of the practice setting.  It is a basic precept of social work education that the two interrelated components of curriculum – classroom and field – are of equal importance within the curriculum, and each contributes to the development of the requisite competencies of professional practice.  Field education is systematically designed, supervised, coordinated, and evaluated based on criteria by which students demonstrate the Social Work Competencies.  Field education may integrate forms of technology as a component of the program.

<div align="center">

IMPLICIT CURRICULUM

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The implicit curriculum refers to the learning environment in which the explicit curriculum is presented.  It is composed of the following elements:  the program's commitment to diversity; admissions policies and procedures; advisement, retention, and termination policies; student participate in governance; faculty administrate structure; and resources.  The implicit curriculum is manifested through policies that are fair and transparent in substance and implementation, the qualifications of the faculty, and the adequacy and fair distribution of resources.  The culture of human interchange; the spirit of inquiry; the support for difference and diversity; and the values and priorities in the educational environment, including the field setting, inform the student t's learning and development.  The implicit curriculum is as important as the explicit curriculum in shaping the professional character and competence of the program's graduates.  Heightened awareness of the importance of the implicit curriculum promotes an educational culture that is congruent with the values of the profession and the mission, goals, and context of the program.

**Educational Policy 3.0 – Diversity**
The program's expectation for diversity is reflected in its learning environment, which provides the context through which students learn about differences, to value and respect diversity, and develop a commitment to cultural humility.  The dimensions of diversity are understood as the intersectionality of multiple factors include but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex sexual orientation, and tribal sovereign status.  The learning environment consists of the program's institutional setting; selection of field education settings and their clientele; composition of program advisory or field committees; educational and social resources; resource allocation; program leadership; speaker series, seminars, and special programs; support groups; research and other initiatives; and the demographic make-up of its faculty, staff, and student body.

**Educational Policy 3.1 – Student Development**
Educational preparation and commitment to the profession are essential qualities in the admission and development of students for professional practice.  Student participation in formulating and modifying policies affecting academic and student affairs are important for students' professional development.  To promote the social work education continuum,

graduates of baccalaureate social work programs admitted to master's social work programs are presented with an articulated pathway toward specialized practice.


**Educational Policy 3.2 – Faculty**
Faculty qualifications, including experience related to the Social Work Competencies, an appropriate student-faculty ration, and sufficient faculty to carry out a program's mission and goals, are essential for developing an educational environment that promotes, emulates and teaches students the knowledge, values and skills expected of professional social workers. Through their teaching, research, scholarship, and service – as well as their interactions with one another, administration, students and community – the program's faculty models the behavior and values expected of professional social workers. Programs demonstrate that faculty is qualified to teach the courses to which they are assigned.


**Educational Policy 3.3 – Administrative and Governance Structure**
Social work faculty and administrators, based on their education, knowledge, and skills, are best suited to make decisions regarding the delivery of social work education. Faculty and administrators exercise autonomy in designing an administrative and leadership structure, developing curriculum, and formulating the implementing policies that support the education of competent social workers. The administrative structure is sufficient to carry out the program's mission and goals. In recognition of the importance of field education as the signature pedagogy, programs must provide an administrative structure and adequate resources for systematically designing, supervising, coordination, and evaluating field education across all program options.


**Educational Policy 3.4 – Resources**
Adequate resources are fundamental to creating, maintaining, and improving an educational environment that supports the development of competent social work practitioners. Social work programs have the necessary resources to carry out the program's mission and goals and to support learning and professionalization of students and program improvement.

<div align="center">ASSESSMENT</div>


**Educational Policy 4.0 – Assessment of Student Learning Outcomes**
Assessment is an integral component of competency-based education. Assessment involve the systematic gathering of data about student performance of Social Work Competencies at both the generalist and specialized levels of practice.

Competence is perceived as holistic, involving both performance and the knowledge, values, critical thinking, affective reactions, and exercise of judgement that inform performance. Assessment therefore must be multi-dimensional and integrated to capture the demonstration of the competencies and the quality of internal processing informing the performance of the competencies. Assessment is best done while students are engage in practice tasks or activities that approximate social work practice as closely as possible. Practice often requires the performance of multiple competencies simultaneously; therefore, assessment of those competencies may optimally be carried out at the same time.

Programs assess students' demonstration of the Social Work Competencies through the use of multi-dimensional assessment methods. Assessment methods are developed to gather data that serve as evidence of student learning outcomes and the demonstration for competence. Understanding social work practice is complex and multi-dimensional, the assessment methods used and the data collected may vary by context.

Assessment information is used to guide student learning, assess student outcomes, assess and improve effectiveness of the curriculum, and strengthen the assessment methods used.

Assessment also involves gathering data regarding the implicit curriculum, which may include but is not limited to an assessment of diversity, student development, faculty, administrative and governance structure, and resources. Data from assessment continuously inform and promote changes in the explicit curriculum and the implicit curriculum to enhance attainment of Social Work Competencies.

*2015 Educational Policy (EP)*
*Approved by the CSWE Board of Directors*
*March, 2015*



# NASW CODE OF ETHICS
*For the complete revised Code of Ethics, go to the NASW website at:*
*www.socialworkers.org/pubs/code/code.asp*

## Preamble
The primary mission of the social work profession is to enhance human wellbeing and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. A historic and defining feature of social work is the profession's focus on individual wellbeing in a social context and the wellbeing of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

Social workers promote social justice and social change with and on behalf of clients. "Clients" is used inclusively to refer to individuals, families, groups, organizations, and communities. Social workers are sensitive to cultural and ethnic diversity and strive to end discrimination, oppression, poverty, and other forms of social injustice. These activities may be in the form of direct practice, community organizing, supervision, consultation administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation. Social workers seek to enhance the capacity of people to address their own needs. Social workers also seek to promote the responsiveness of organizations, communities, and other social institutions to individuals' needs and social problems.

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:
● service
● social justice
● dignity and worth of the person
● importance of human relationships
● integrity
● competence.

This constellation of core values reflects what is unique to the social work profession. Core values, and the principles that flow from them, must be balanced within the context and complexity of the human experience.

## Purpose
The *NASW Code of Ethics* serves six purposes:
1. The Code identifies core values on which social work's mission is based.

2. The *Code* summarizes broad ethical principles that reflect the profession's core values and establishes a set of specific ethical standards that should be used to guide social work practice.
3. The *Code* is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.
4. The *Code* provides ethical standards to which the general public can hold the social work profession accountable.
5. The *Code* socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards.
6. The *Code* articulates standards that the social work profession itself can use to assess whether social workers have engaged in unethical conduct. NASW has formal procedures to adjudicate ethics complaints filed against its members.
   * In subscribing to this *Code*, social workers are required to cooperate in its implementation, participate in NASW adjudication proceedings, and abide by any NASW disciplinary rulings or sanctions based on it.