

## Multiple Roles and Responsibilities

## Barbara Herlihy Gerald Corey



AMERICAN COUNSELING ASSOCIATION 5999 Stevenson Avenue • Alexandria, VA 22304 www.counseling.org

Third Edition Multiple Roles and Responsibilities

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To our colleagues who struggle with the issues in this book.

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Preface

Dual or multiple relationships may be among the most controversial of all issues in the counseling profession. They have been the subject of extensive debate that has produced many questions and has moved us toward a stance on multiple relationships that is more flexible and culturally sensitive. We expect that this book will be useful to others who share our interest in boundaries and dual or multiple relationships and who struggle, as we do, to find a clear personal stance on the issues involved.

This book is a resource that reflects the current thinking of our profession on boundary issues, but we also wanted it to represent a diversity of opinion and perspectives. To that end, we have invited 40 guest contributors (30 of whom are new to this edition) to share their thoughts.

New and updated contributions focus on multicultural and social justice perspectives on cultural boundaries and offer insights into counseling Latino, African American, and Muslim clients. Our guest contributors address boundary considerations in a number of new and emerging specialty areas of practice, including disaster mental health work, social media friendships and school counselors, working with clients with end-of-life concerns, managing multiple relationships in military settings, in-home service delivery, and a postmodern perspective on ethical decision making. Other new topics include the client's perspective on the impact of sexual boundary violations; managing sexual attractions; multiple roles that doctoral students are challenged to play; addressing supervisee incompetence; challenges in the supervision of addictions counselors; and school counselor boundaries with teachers, administrators, and parents. This third edition provides a look at current thinking and discussions on professional boundaries and multiple relationships in our changing world. In addition to the contributed pieces, all the chapters have been revised, most chapters contain expanded discussions on the topics, new trends have been identified, and current literature is cited.

This third edition highlights the revised ethics code of the American Counseling Association (2014) as well as specific standards drawn from the ethics codes of the American Association for Marriage and Family Therapy (2012), American Psychiatric Association (2013b), American Psychological Association (2010), American School Counselor Association (2010), Association for Counselor Education and Supervision (1993), Association for Specialists in Group Work (2008, 2012), Canadian Counselling and Psychotherapy Association (2007), Commission on Rehabilitation Counselor Certification (2010), International Association of Marriage and Family Counselors (2011; Hendricks, Bradley, Southern, Oliver, & Birdsall, 2011), and National Association of Social Workers (2008).

We have organized the book to begin with a general introduction and overview of dual or multiple relationships and a range of boundary issues in counseling practice. We define the issues and areas of concern (Chapter 1), then focus on sexual dual relationships (Chapter 2) and present the client's perspective (Chapter 3). Chapter 4 addresses multicultural and social justice perspectives on boundaries, which is a foundation for many of the chapters that follow. Chapter 5 examines boundary issues in counselor education and is followed by chapters on supervision and consultation (Chapter 6), the education and training of group counselors (Chapter 7), group counseling and couples and family counseling (Chapter 8), and school counseling (Chapter 9). Chapter 10 focuses on the specialty areas of disaster mental health, private practice, addictions counseling, and rehabilitation counseling. In Chapter 11 we focus on unique boundary issues that arise for practitioners in rural practice, counselors in the military, counseling clients with end-of-life concerns, providing in-home service, and counselors working in forensic settings. Chapter 12 reviews 11 key themes in this book, asks questions to encourage integration and reflection, and offers a decision-making model.

We make no claim to having discovered the answers to many complex and difficult questions. Rather, it is our aim to raise issues, present a range of viewpoints, and discuss our own position. Our hope is that you will use this material as a springboard for further reflection and discussion. We invite you to think about the issues that are raised, apply them to your own work, and discuss them with colleagues.

This book focuses on boundary issues with a wide variety of client populations. Although the topic is narrow in focus, dual and multiple relationships are pervasive in the helping professions. This book is a valuable supplement for courses in ethics and professional issues and for practicum, fieldwork, and internship seminars. We hope counselor educators, clinical supervisors, and students benefit from the personal perspectives provided that identify potential problems and suggest solutions when crossing boundaries in dual or multiple relationships. Our aim is to aid all practitioners who struggle with boundary issues in their work today.

About the Autho

**Barbara Herlihy**, **PhD**, **LPC**, **LPC–S**, is University Research Professor in the Counselor Education graduate program at the University of New Orleans. She has served on the American Counseling Association (ACA) Ethics Committee as chair (1987–1989) and as a member (1986–1987, 1993–1994) and as a member of the task forces to revise the 1995 and 2005 ACA codes of ethics.

Dr. Herlihy is the coauthor of several books on ethical issues in counseling: *Ethical, Legal, and Professional Issues in Counseling* (with Ted Remley, 2014); *Boundary Issues in Counseling* (1997, 2006), the *ACA Ethical Standards Casebook* (1996, 2006), and *Dual Relationships in Counseling* (1992)—all with Gerald Corey; and the *ACA Ethical Standards Casebook* (with Larry Golden, 1990). She is also the author or coauthor of more than 50 journal articles and 25 book chapters on ethics, multicultural counseling, feminist therapy, and other topics. She is the recipient of the Southern Association for Counselor Education and Supervision Courtland Lee Social Justice Award and the Association for Counselor Education and Supervision Distinguished Mentor Award. She is a frequent presenter of seminars and workshops on ethics across the United States and internationally, most recently in Malta, Venezuela, and Mexico.

*Gerald Corey, EdD, ABPP, NCC,* is a professor emeritus of human services and counseling at California State University at Fullerton. He is a Diplomate in Counseling Psychology, American Board of Professional Psychology; a licensed counseling psychologist; and a Fellow of the American Counseling Association (ACA), the Association for Specialists in Group Work (ASGW), and the American Psychological Association (APA), in both Division 17 and Division 49. He is the recipient (with Marianne Schneider Corey) of both the Lifetime Achievement Award from the American Mental Health Counselors Association in 2011 and the ASGW's Eminent Career Award in 2001.

Dr. Corey has authored or coauthored 15 textbooks in counseling that are currently in print, has made five educational DVD programs on various aspects of counseling, and has written numerous articles and book chapters. Some of his coauthored books include *Issues and Ethics in the Helping Professions* (with Marianne Schneider Corey, Cindy Corey, and Patrick Callanan, 2015), *Becoming a Helper* (with Marianne Schneider Corey, 2011), *I Never Knew I Had a Choice* (with Marianne Schneider Corey, 2014), *Groups: Process and Practice* (with Marianne Schneider Corey and Cindy Corey, 2014), and *Theory and Practice of Counseling and Psychotherapy* (2013). In the past 35 years the Coreys have conducted group counseling training workshops for mental health professionals at many universities in the United States as well as in Canada, Mexico, China, Hong Kong, Korea, Germany, Belgium, Scotland, England, and Ireland.

Guest Construction

Our guest contributors have enriched this book immensely. They have provided a diversity of perspectives, including those of student, counselor educator and supervisor, practitioner, and specialist. They have shared their thoughts and opinions and have raised issues that are well worth considering. These contributors (and the chapters in which their contributions appear) are as follows:

- **Fred Bemak, EdD,** is a professor and academic program coordinator of the Counseling and Development Program and director of the Diversity Research and Action Center at George Mason University, Fairfax, Virginia. He is also the founder and director of Counselors Without Borders (Chapter 4).
- L. DiAnne Borders, PhD, is Burlington Industries Excellence Professor at the University of North Carolina at Greensboro (Chapter 6).
- **Leon D. Caldwell, PhD,** is a senior research associate at the Annie E. Casey Foundation and former associate professor of educational psychology at the University of Nebraska, Lincoln (Chapter 4).
- Kellie Giorgio Camelford, MS, LPC, NCC, is a professional secondary school counselor in New Orleans and a doctoral candidate in counselor education at the University of New Orleans (Chapter 9).
- **Christina Capodilupo, PhD,** is adjunct professor in the Department of Counseling and Clinical Psychology at Teachers College, Columbia University (Chapter 4).
- **Beth Christensen, PhD, NCC, LPC,** is a mental health counselor in private practice in New Orleans, Louisiana, and an adjunct faculty member at the University of New Orleans (Chapter 2).

- **Rita Chi-Ying Chung, PhD,** is a professor in the Counseling and Development Program at George Mason University, Fairfax, Virginia. Her research focuses on multicultural and social justice issues in counseling and psychology (Chapter 4).
- Amanda Connell, MS, graduated from California State University, Fullerton. She currently works for two community mental health agencies and focuses on clients with substance abuse, disabilities, anxiety disorders, and trauma and on group work (Chapters 2 and 11).
- **Russ Curtis, PhD,** is an associate professor in counseling in the College of Education and Allied Professions at Western Carolina University (Chapter 9).
- Kristen N. Dickens, MA, is a doctoral student in counselor education at the University of New Orleans (Chapter 5).
- A. Michael Dougherty, PhD, is professor emeritus of counseling and former dean of the College of Education and Allied Professions at Western Carolina University (Chapters 6 and 9).
- **Roxane L. Dufrene, PhD**, is an associate professor of counseling in the Department of Educational Leadership, Counseling, and Foundations at the University of New Orleans (Chapter 6).
- Matt Englar-Carlson, PhD, is a professor of counseling and the cofounder and codirector of the Center for Boys and Men at California State University, Fullerton (Chapter 7).
- **Holly Forester-Miller, PhD, LPC,** is the president of Medical Hypnosis Consultants, PLLC, and Wellness Consultants International in Durham, North Carolina, and an instructor and small group leader at Duke University Medical School (Chapters 7 and 11).
- Harriet L. Glosoff, PhD, is professor and counselor education doctoral program director at Montclair State University (Chapter 10).
- **Robert Haynes, PhD,** is a psychologist and author associated with Borderline Productions. He served as psychology internship director at Atascadero State Hospital for 25 years (Chapter 11).
- Kathryn L. Henderson, PhD, is assistant professor of counselor education at the University of Texas at San Antonio (Chapter 6).
- Mary A. Hermann, JD, PhD, is an associate professor and chair of the Department of Counselor Education at Virginia Commonwealth University (Chapter 2).
- **W. Brad Johnson, PhD,** is a professor of psychology at the U.S. Naval Academy and a faculty associate in the Counseling Graduate Program at The Johns Hopkins University (Chapter 11).
- **Bonnie King, MA**, is a doctoral student at the University of New Orleans (Chapter 11).
- **Gerard Lawson, PhD,** is an associate professor of counselor education and the Counselor Education Program Area Leader at Virginia Tech (Chapter 10).

- **Arnold A. Lazarus, PhD**, **ABPP**, was a distinguished professor emeritus, Graduate School of Applied and Professional Psychology, Rutgers University; and was president of The Lazarus Institute, Skillman, New Jersey (Chapter 1).
- **Raul Machuca, PhD**, is an assistant professor of counseling at Barry University and diplomate of the Academy of Cognitive Therapy (Chapter 4).
- **Amy Manfrini**, **PhD**, is a licensed marriage and family therapist with a doctorate in counseling psychology from the University of Southern California. She teaches in the Human Services Department at California State University, Fullerton, and is in private practice in Laguna Hills, California (Chapter 8).
- **Catherine Geoghegan McDermott, MS,** is a nationally certified counselor and licensed professional counselor with 3 years of experience working at an all-female high school in New Orleans. She graduated from Loyola University with a master's degree in community counseling and is currently a doctoral candidate at the University of New Orleans (Chapter 9).
- Edward E. Moody Jr., PhD, is a professor of counselor education and chair of the Department of Allied Professions at North Carolina Central University (Chapters 7 and 11).
- **Ed Neukrug**, **EdD**, is professor of counseling and university professor at Old Dominion University (Chapters 1 and 3).
- **Thomas A. Parham, PhD,** is Vice Chancellor, Student Affairs, and an adjunct faculty member at the University of California, Irvine (UCI). He has also served as Assistant Vice Chancellor for Counseling and Health Services, Counseling Center Director, and Director of the Career and Life Planning Center at UCI. He is licensed to practice psychology in California (Chapter 4).
- Kristina A. Peterson, PhD, is an assistant professor of counseling and human services at Roosevelt University (Chapter 5).
- **Phyllis Robertson, PhD**, is an associate professor in counseling in the College of Education and Allied Professions at Western Carolina University (Chapter 9).
- **Holly A. Stadler, PhD,** is professor of counseling and human services and Associate Vice President for Institutional Effectiveness at Roosevelt University (Chapter 5).
- Mark Stebnicki, PhD, LPC, CRC, CCM, is a professor and coordinator of the Military and Trauma Counseling Certificate Program, Department of Addictions and Rehabilitation, at East Carolina University (Chapter 10).
- **Derald Wing Sue, PhD,** is professor of psychology and education in the Department of Counseling and Clinical Psychology at Teachers College, Columbia University (Chapter 4).

## Guest Contributors

- **Stacy L. Thacker, PhD**, is a forensic psychologist who has worked for the State of California with the Board of Parole Hearing's Forensic Assessment Division since 2007 and previously worked as a psychologist at Atascadero State Hospital for 11 years (Chapter 11).
- Adrianne Trogden, MA, is the Chief Clinical Officer at ACER, LLC, owner of Trogden Consulting, LLC, and a doctoral candidate at the University of New Orleans (Chapter 6).
- **Mevlida Turkes-Habibovic, PhD**, is a graduate of the doctoral program in counselor education at the University of New Orleans. Her professional experience includes working with at-risk youth in a residential facility and in public schools (Chapter 4).
- Laura J. Veach, PhD, LPC, LCAS, NCC, CCS, is associate professor and addictions counseling coordinator in the Department of Counseling at the University of North Carolina at Charlotte and associate professor in the Department of Surgery at Wake Forest School of Medicine (Chapter 10).
- **Susan L. Walden, PhD,** is a retired counselor and counselor educator, most recently at Houston Independent School District and Sam Houston State University. She is currently a personal trainer at the Trotter Family YMCA in Houston, Texas (Chapter 3).
- James L. Werth Jr., PhD, ABPP, is behavioral health and wellness services director for Stone Mountain Health Services, headquartered in Pennington Gap, Virginia (Chapter 11).
- **Erica L. Whiting, MS**, is a doctoral candidate in the Doctor of Psychology Program in Counseling Psychology at Radford University, Radford, Virginia (Chapter 11).