

Registered Behavior Technician (RBT) 40 hours Training Course



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**This training program is based on the Registered Behavior Technician Task List (2nd ed.) and is designed to meet the 40-hour training requirement for the RBT credential. The program is offered independent of the BACB

40-Hour course based on the Registered Behavior Technician™ 2nd Edition Task List

F-Professional Conduct and Scope of Practice.

F-3 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

F-4 Maintain professional boundaries (e.g., avoid dual relationships, conflicts of interest, social media contacts).

F-5 Maintain client dignity.

Ethical Considerations based on the RBT Ethics Code 2.0

F-PROFESSIONAL CONDUCT AND SCOPE OF PRACTICE.

RBT's primary task is to implement ABA intervention as designed by their supervisor. RBTs do not often provide formal communication with stakeholders.

However, any communication that takes place must be respectful and professional in nature.

F-03
Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

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Who is a stakeholder?

A stakeholder is someone who has an interest or concern in another person or object.

In ABA a stakeholder is anyone with valid interests or concerns regarding the client

Examples: parents, guardian, direct care staff, teacher, or another professional that interacts with the client.

F-03 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

What information can RBT's Provide

Communicate only about things within the role of the RBT

➤ **Examples:**

- General ABA concepts
- Information and resources about ABA
- Schedule and other logistics

F-03 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

What information can RBT's Provide

RBT may participate in team meetings with the client's caregiver and sometimes other professionals, such as teachers or other service providers like speech therapists or occupational therapists.

As an RBT, it is important to remember that your supervisor should be making all clinical decisions regarding the case you are working on.

An RBT should support the supervisor and direct any questions or concerns from the caregiver to the supervisor for further assistance above what the RBT has already been trained to respond to.

F-03 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

What information can RBT's Provide

In a school meeting (such as for an IEP-Individualized Education Plan meeting), an RBT may participate to give their input as to the status of ABA services, but all decisions and recommendations should come from the supervisor.

RBTs should display respectful and professional communication at all times.

F-03 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

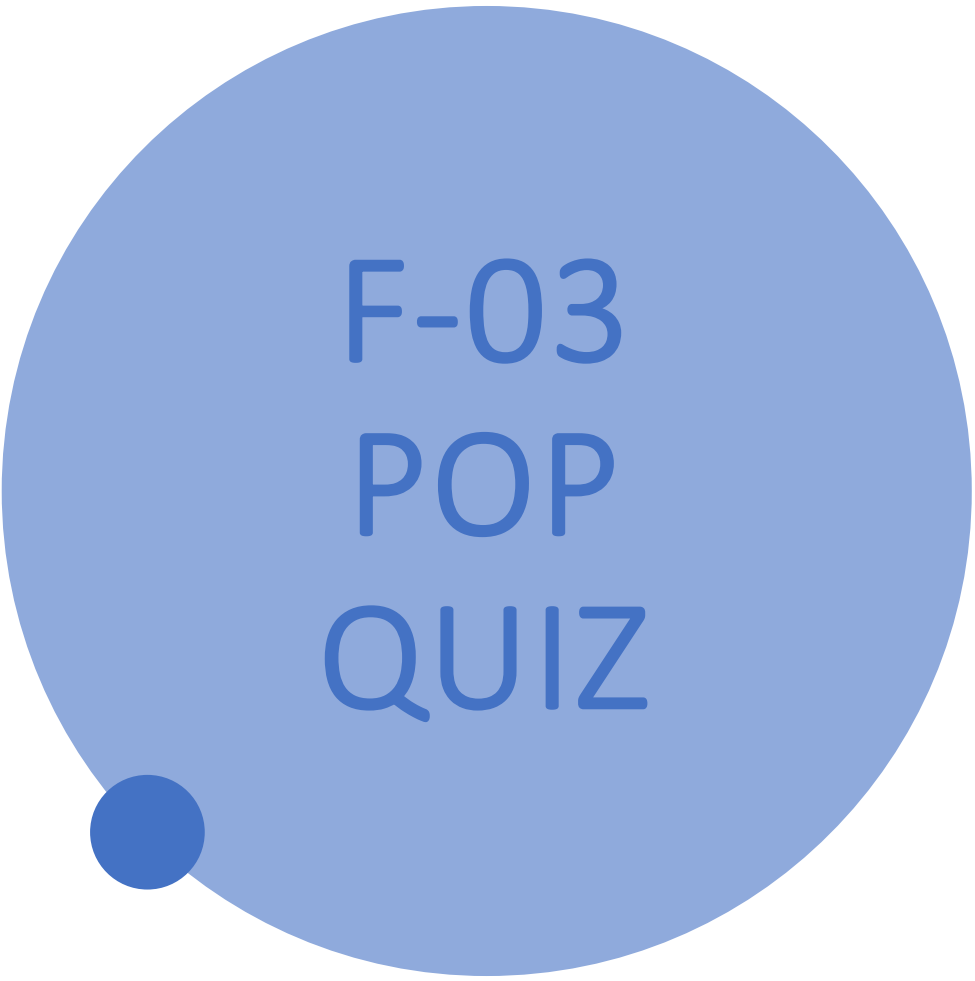
What information RBTs CAN NOT Provide

1. Questions/comments outside of the scope of the RBT role
2. Rationale for a plan/procedure
3. How a plan could be modified
4. Future plans for a learner's intervention
5. In-depth question about research behind procedures
6. Ethical justification for procedures
7. Questions they don't know the answer to

F-03 Communicate with stakeholders (e.g., family, caregivers, other professionals) as authorized.

Communicate with compassion and confidentiality:

1. Ask for their help
2. Respect their prior history
3. Be sensitive to the demands of caring for an individual with a disability
4. Listen to information the caregivers provide and concerns they may have (then pass along to your supervisor)
5. Parents may ask about other children they know, respect confidentiality
Do NOT talk to clients or stakeholders about other clients!

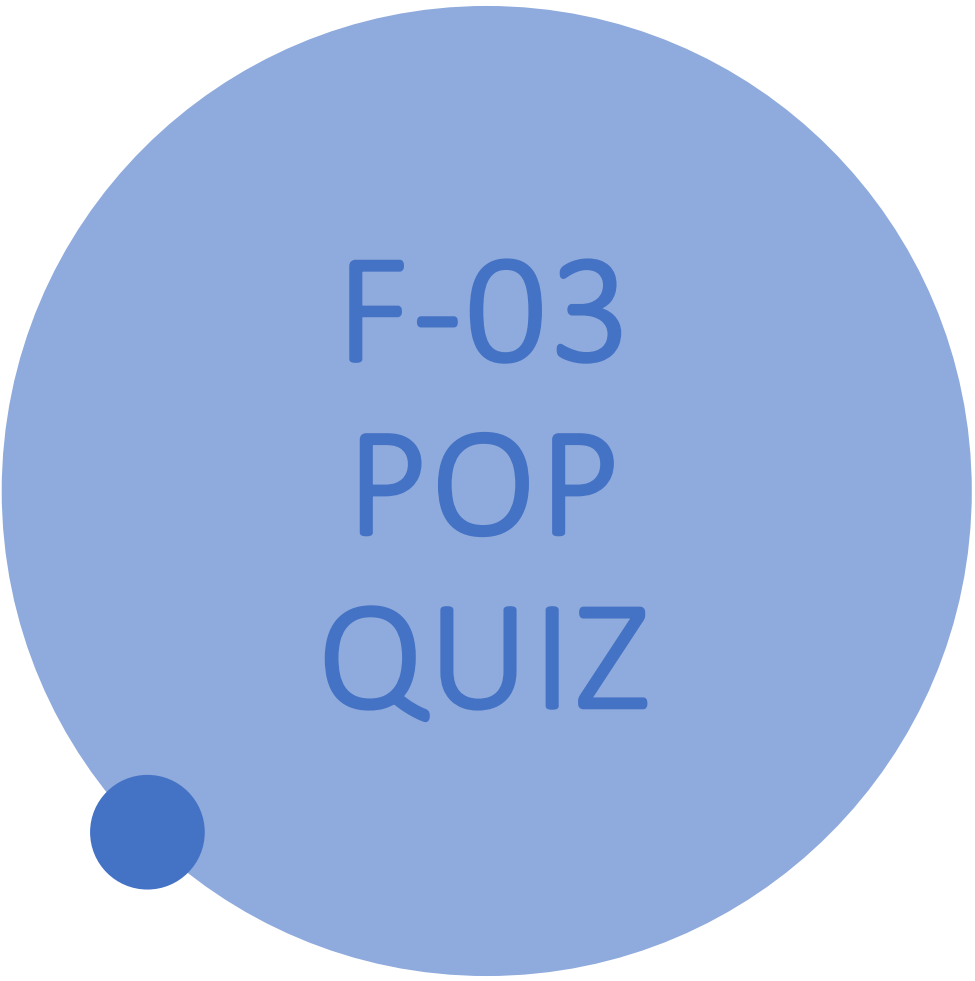


F-03
POP
QUIZ



Who from the following are NOT considered
a Stakeholder

- A. Parents
- B. Grandparents
- C. Mother's Friends
- D. Teachers



F-03
POP
QUIZ



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F-PROFESSIONAL CONDUCT AND SCOPE OF PRACTICE.

Sometimes families are so grateful for services and may become friendly with an RBT, however, in line with the RBT ethics code, the RBT's should be friendly but set professional boundaries and not enter a dual relationship with the family

F-04
Maintain professional boundaries (e.g., avoid dual relationships, conflicts of interest, social media contacts).

F-04 Maintain professional boundaries

What are considered professional boundaries ?

1. Not accepting gifts.
2. Not attending a family party outside of work hours.
3. Not babysitting for a current client.
4. Not interacting over social media accounts.
5. Do not purchase or sell things to your clients or their families.

F-04 Maintain professional boundaries

What is a dual relationship?:

Dual relationships (also known as "multiple relationships"), refer to a situation in which multiple roles exist between a therapist and a client.

➤ For example:

- When a client is also a friend or family member.
- If a client is also an employee or employer.
- If an RBT regularly comes across a client in any setting outside of the session.

F-04 Maintain professional boundaries

How to avoid dual relationships?:

Social situations with families and clients can be difficult to manage at times, especially in a world that has various modes of social interaction including social media. One of the simplest ways to politely decline from entering a dual relationship is to make the client or parent aware of your ethical code.

➤ Example: if a parent sends you an Instagram friend request, you can simply say “ Thanks for the request, but unfortunately, social media contacts with clients and their families aren’t allowed within the parameters of my ethical guidelines as a practicing RBT.

RBT Ethics Standards (Related to Task list F)

Section 1—General Responsibilities

1.10 RBTs avoid multiple relationships with clients, coworkers, and supervisors. Multiple relationships occur when there is a mixing of two or more relationships (e.g., friend, family member, employee/employer) that may result in conflicts of interest and risk of harm to the client. If RBTs find that a multiple relationship has developed, they immediately inform their supervisor, work to resolve it, and document these actions. If the multiple relationship involves their supervisor, RBTs should report it to their supervisor's manager or other appropriate entity (e.g., human resources, BACB) and document this communication.

RBT Ethics Standards (Related to Task list F)

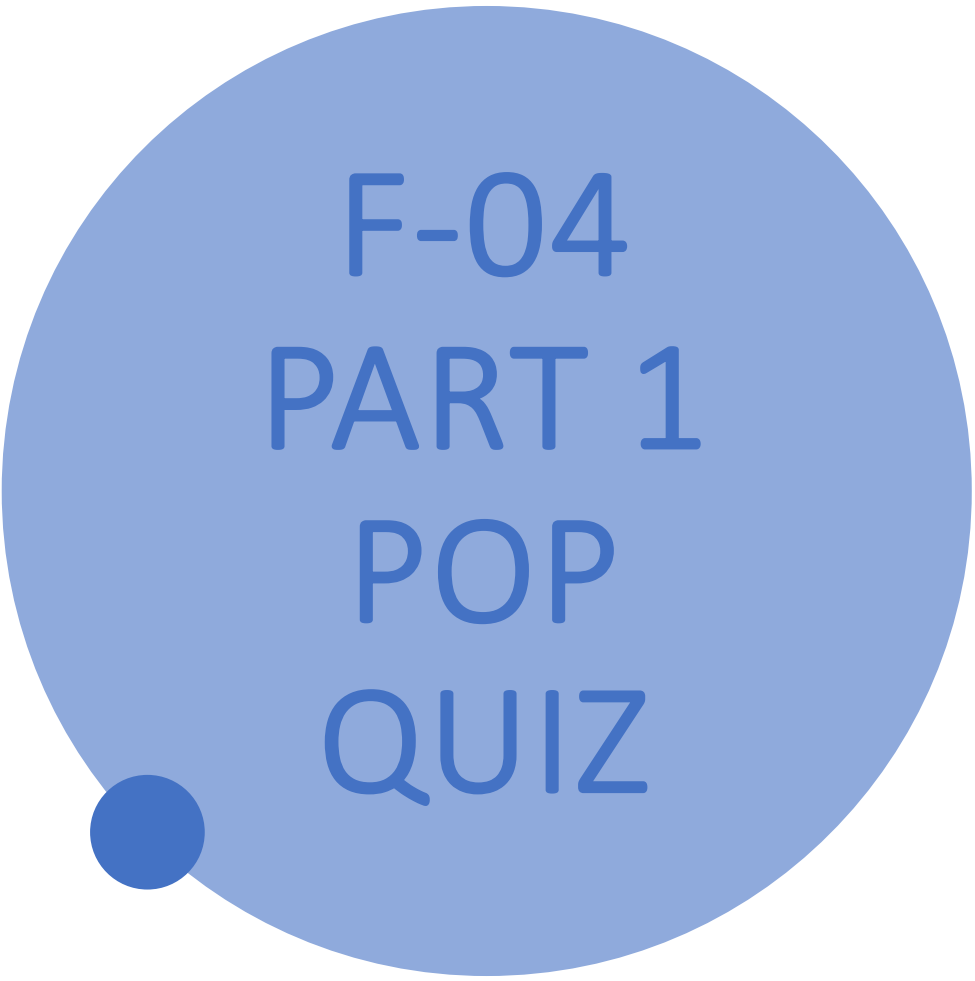
Section 1—General Responsibilities

1.11 Because the exchange of gifts can lead to conflicts of interest and multiple relationships, RBTs do not give gifts to or accept gifts from clients, stakeholders, or supervisors with a monetary value of more than \$10 US dollars (or the equivalent purchasing power in another currency). A gift is acceptable if it functions as an occasional expression of gratitude and does not result in financial benefit to the recipient. Instances of giving or accepting ongoing or cumulative gifts may rise to the level of a violation of this standard if the gifts become a regularly expected source of income or value to the recipient. If an employer has a stricter policy regarding gift exchange (e.g., prohibiting gift exchange), RBTs follow that policy.

RBT Ethics Standards (Related to Task list F)

Section 1—General Responsibilities

1.12 RBTs do not engage in romantic or sexual relationships with current clients, stakeholders, or supervisors. They do not engage in romantic or sexual relationships with former clients or stakeholders for a minimum of two years from the date the professional relationship ended. They do not engage in romantic or sexual relationships with former supervisors until the parties can document that the professional relationship has ended (i.e., completion of all professional duties). They do not receive supervision from individuals with whom they have had a past romantic or sexual relationship until at least six months after the relationship has ended.

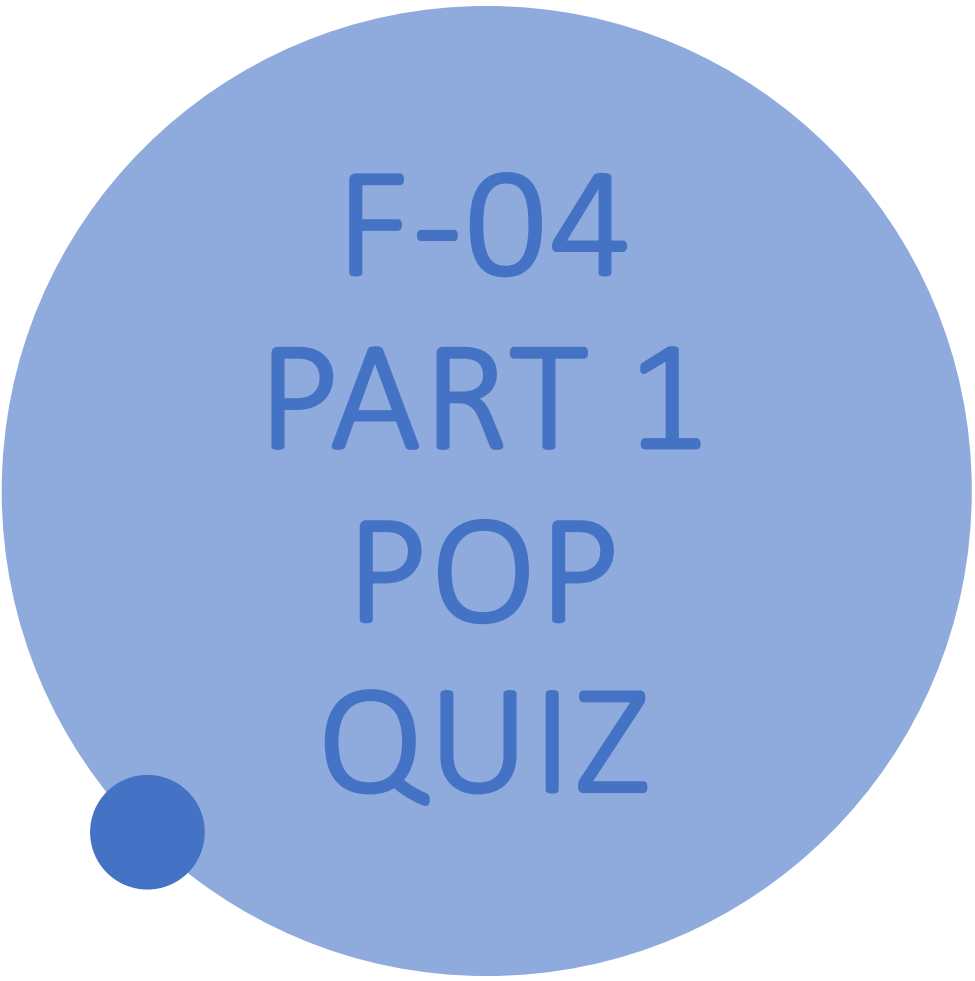


F-04
PART 1
POP
QUIZ



According to the ethics code, how can an RBT have professional relationships?

- A. The RBT must avoid multiple relationships with clients and supervisors
- B. The RBT must have no sexual relations with clients or supervisors for at least 2 years after the working relationship has ended
- C. The RBT must have awareness of personal issues that may impact quality of care
- D. All of the Above

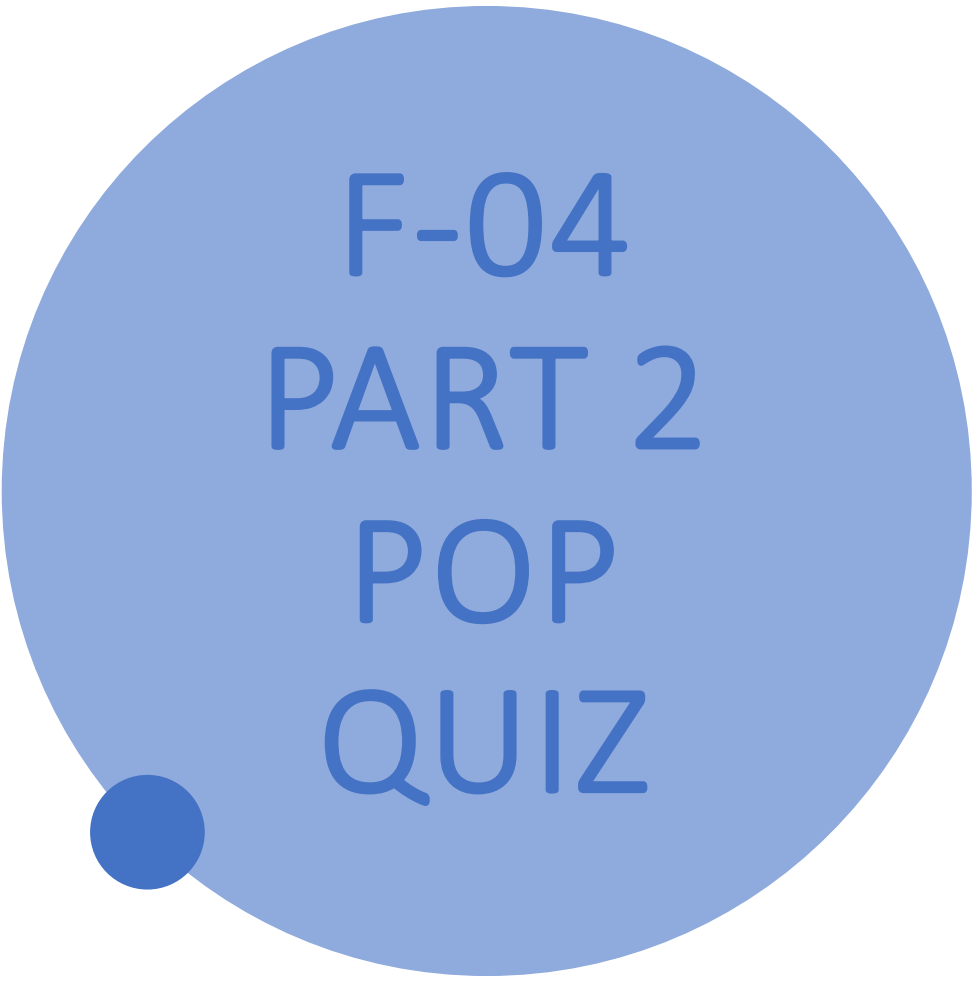


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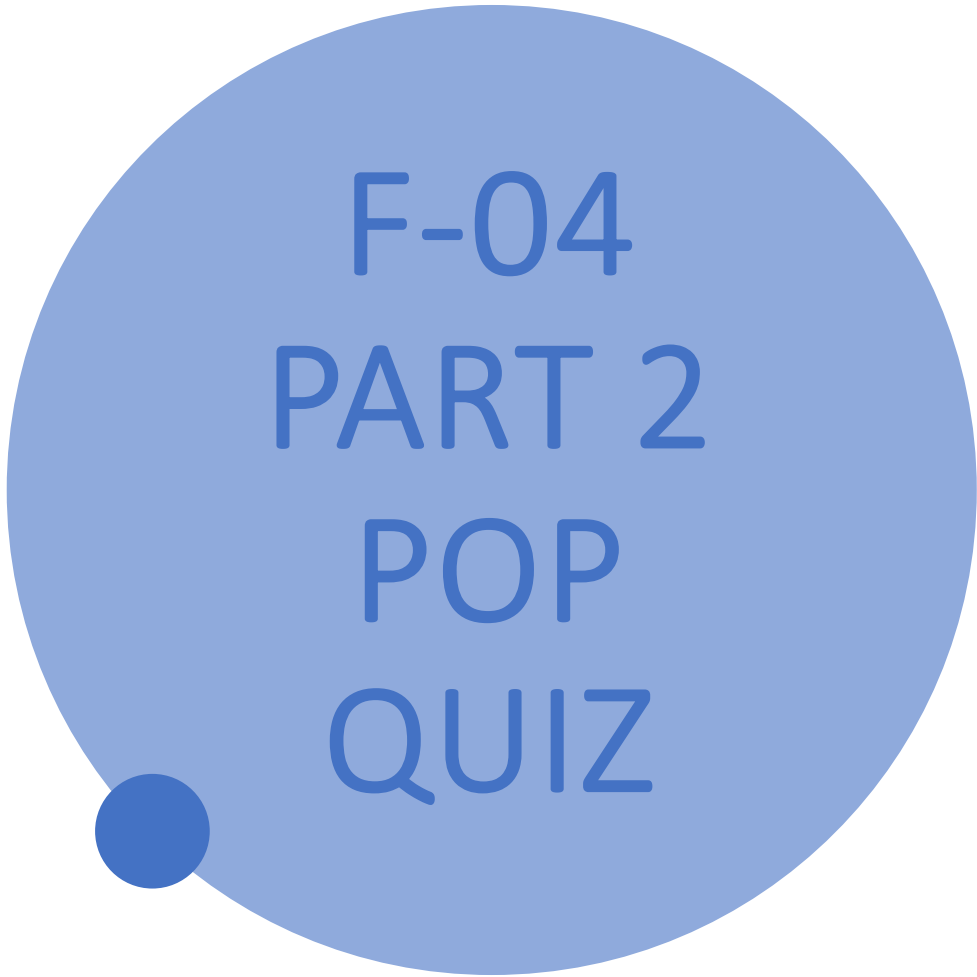
F-04
PART 2
POP
QUIZ




John, an RBT, has a friend whose child requires ABA services. John's friend inquired about him providing services to his child because he is currently on a waitlist for services at multiple companies. He accepted the offer and was paid by the family for his services at the same rates of reimbursement that the insurance company offers. John informed the family that this situation would be temporary and would only be providing these services until they were able to receive services from another organization.

Is this an Ethical Violation?

- A. Yes. Given the relationship between John and his friend, it would be inappropriate for him to provide services.
- B. No. Since John accepted just temporarily and let them know about it its not considered a violation



F-04
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F-PROFESSIONAL CONDUCT AND SCOPE OF PRACTICE.

Dignity refers to “the state or quality of being worthy of honor or respect.”

All people have the right to be treated with dignity. To treat people with dignity and maintain client dignity, consider your attitude, behavior, compassion, and dialogue.

F-05
Maintain client
dignity.

F-05 Maintain client dignity.

How can you maintain client's dignity?

- Showing respect at all times.
- Maintaining privacy and confidentiality.
- Communicating effectively and professionally.
- Do not talk down to your clients or belittle them.

F-05 Maintain client dignity.

How can you maintain client's dignity?

- Always treat your client as a human people and not just a number or a problem.
- Don't be overly friendly or overly aggressive.
- Make sure that your personal views and judgments do not interfere with providing quality treatment.
- Allow more opportunities for the client to have independence and a voice.

F-05 Maintain client dignity.

How can you maintain client's dignity?

- Your behavior toward clients and their family must be based on kindness and respect.
- Avoid wasting your clients time in personal matters when you are supposed to be focusing on your client.
- Be compassionate and empathetic toward your clients.

F-05 Maintain client dignity.

How can you maintain client's dignity?

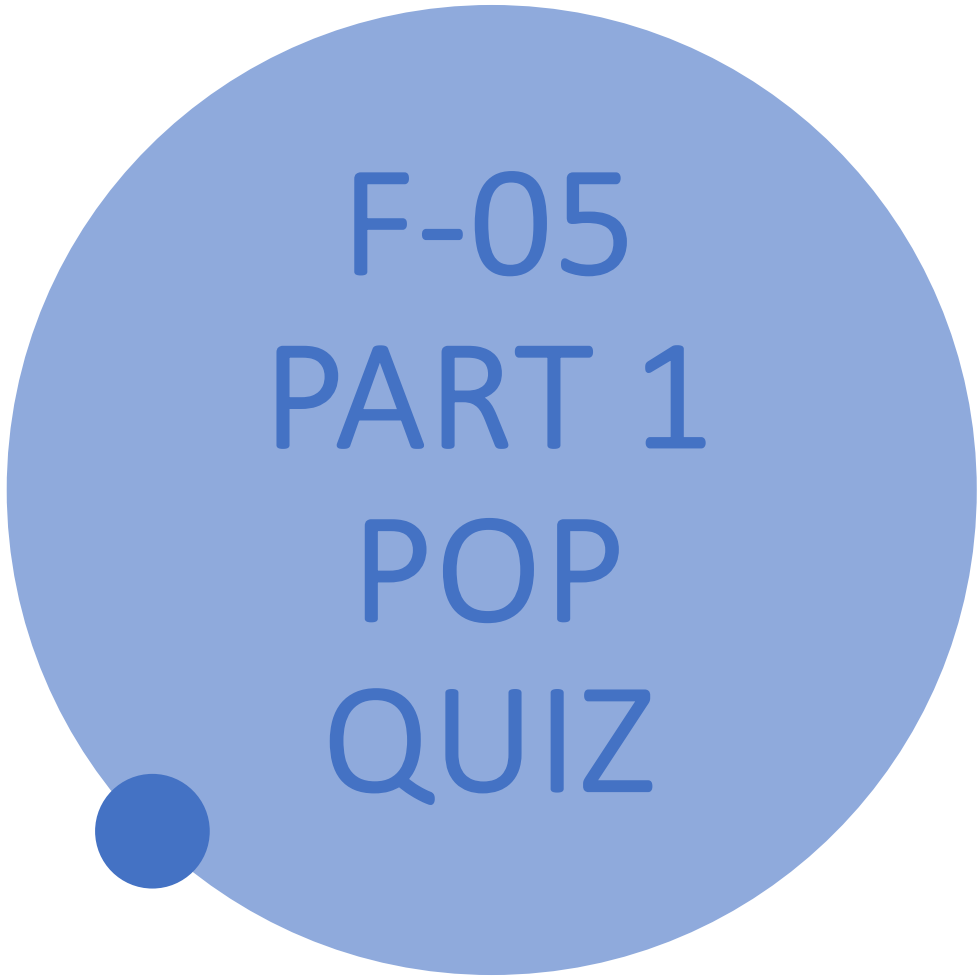
- Your dialogue with a client should be focused on them as a person and not just another client.
- Make sure their appearance is presentable if they are unable to do it for themselves.

RBT Ethics Standards


Section 2—Responsibilities in Providing Behavior-Technician Services

2.01 RBTs do no harm and work to support the best interest of their clients. They are knowledgeable about and comply with mandated-reporting requirements.

2.07 RBTs take necessary actions to protect clients when they become aware that a client's legal rights are being violated or that there is risk of harm to a client. In these instances, RBTs report the matter to their supervisor, follow organization policies, and document these actions. In some instances, RBTs may need to contact relevant authorities (e.g., law enforcement, BACB, licensure board).

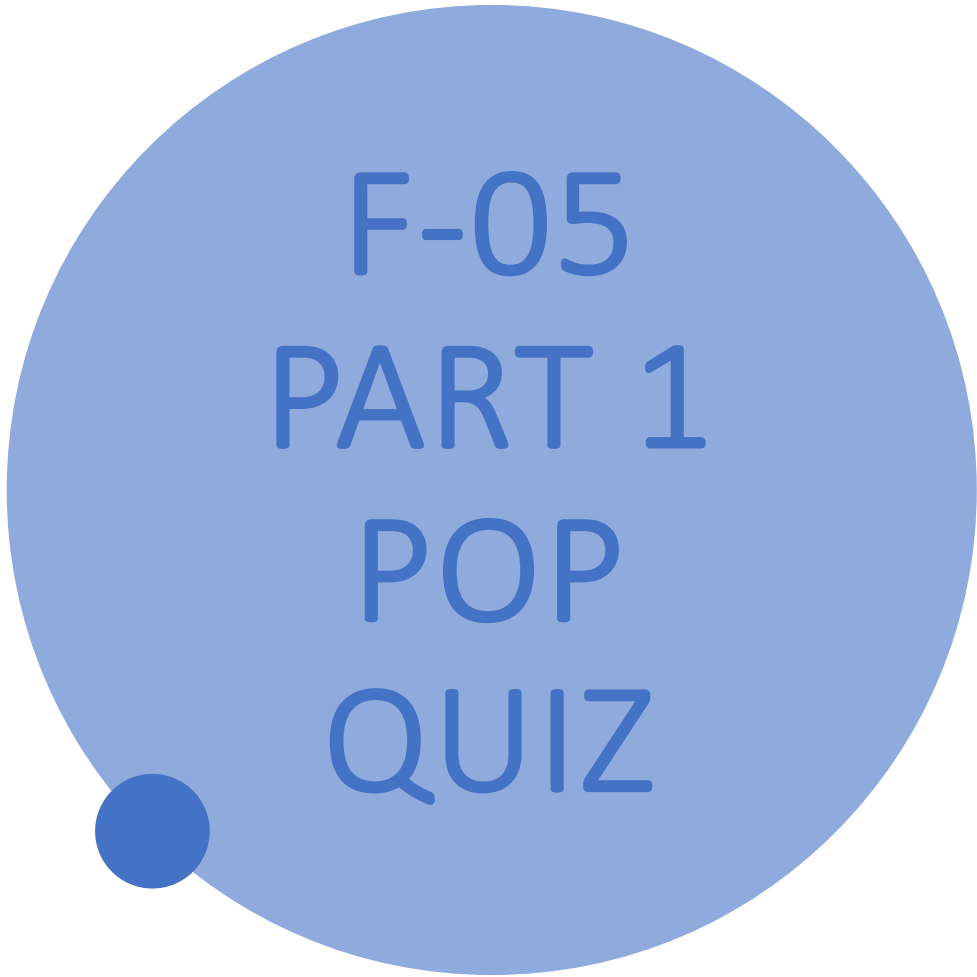


F-05
PART 1
POP
QUIZ




You need to help Liz, a 13-year-old girl learning to put on deodorant independently. Which environment would you choose to teach this skill in order to preserve her dignity?

- A. In front of other RBT's so she can be reinforced from more people
- B. In the school public bathroom.
- C. In a private bathroom.
- D. At the class with all he peers.

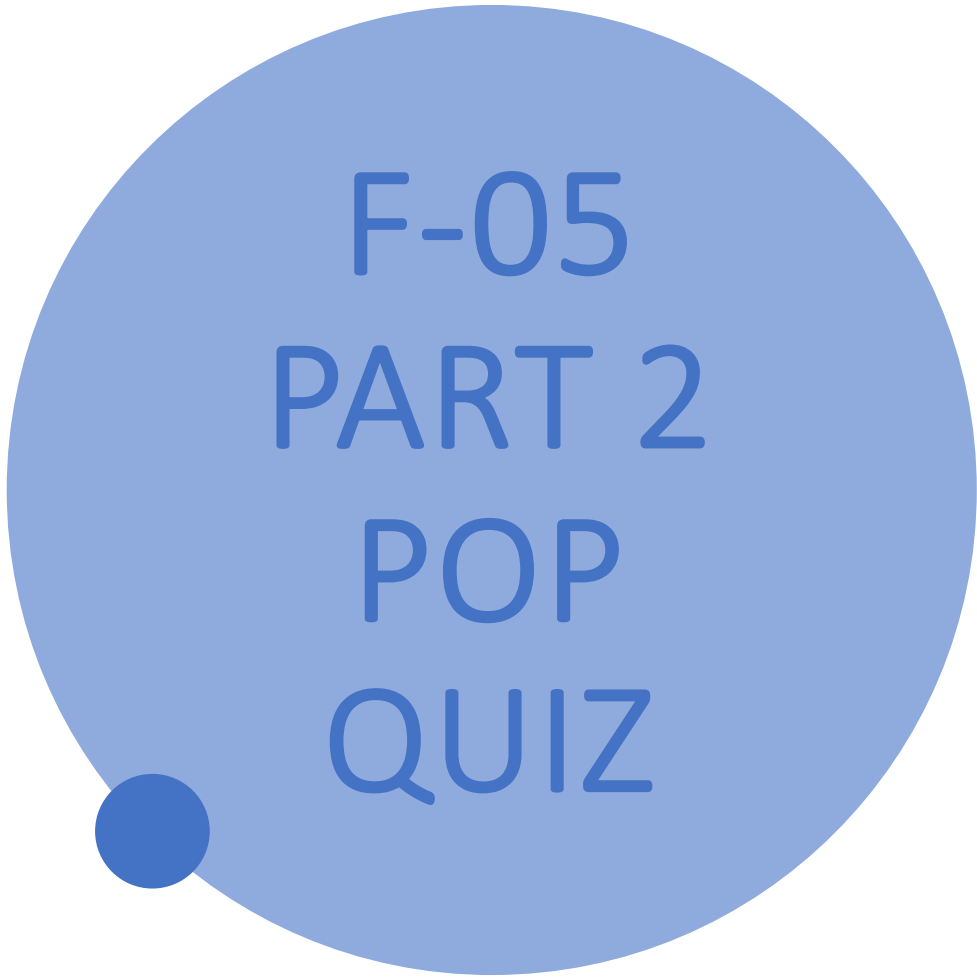


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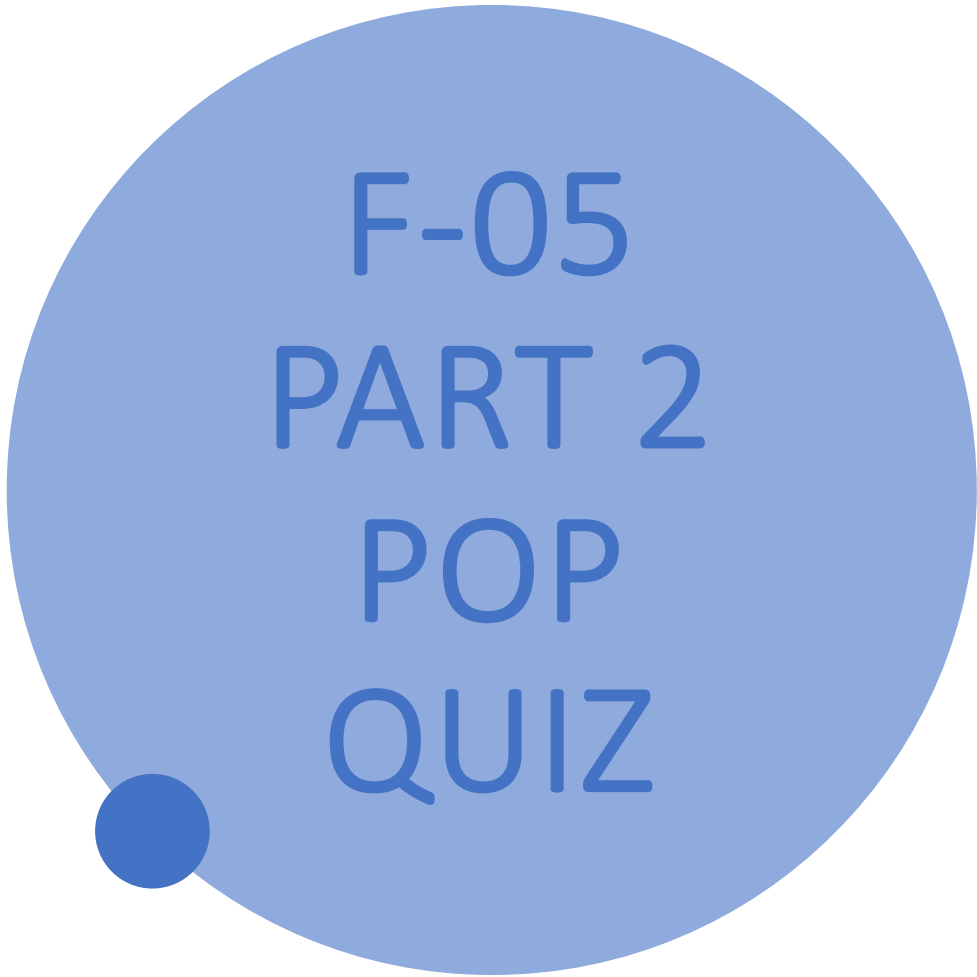


F-05
PART 2
POP
QUIZ



When is OK to talk about your client?

- A. In front of your co-workers at a conference meeting.
- B. With your supervisor on a restaurant.
- C. With your friends in a private place where no one is listening.
- D. With your supervisor in a safe setting where the information can't be misled.



F-05
PART 2
POP
QUIZ



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