**WHAT IS DECLARATIONS OF PROFESSIONAL SERVICES**

 **Introduction**

The declaration of professional services is a document that helps to “clarify rules and boundaries with consumers at the work place

 **Abstract**

Systems of ethical supervision and management may allow for an organization to customize training that prevents ethical misconduct by employees. These systems may also allow supervisors to identify ethical problems in their infancy, allowing the organization to mitigate concerns before further develop. Systems of ethical management and supervision also may also help to improve services and promote consumer protection. Additional benefits might include both avoiding litigation and loss of consumer and income. These systems may promote the field of behavior analysis as a desirable, consumer-friendly approach to solving socially significant behavior problems.

 Behavior analysis often work with at-risk or vulnerable population and, as a result, are likely to encounter situations that pose special ethical problems

When an organization does not foster systems that teach and maintain ethical conduct, employee’s may exhibit behavior that results in undesirable outcomes for consumers, the employees themselves, the organization as a whole. Most importantly, systems of ethical monitoring and supervision may ultimately improve consumer care and protection.

Additional outcomes may include loss of consumers, damage to the company or a provider’s reputation, costly litigation.

 **Benefits of ethical training and supervision**

Result in higher quality of care and greater consumer protection

The important benefit of adopting systems of ethical training and management is that they may allow service providers the opportunity to improve the quality of treatment they provide.

Systems of internal monitoring may prevent individuals in the organization from taking more consumers than they can handle, simply in order to increase the agency’s bottom line. Having more time to devote to consumers may allow for employees to provide for better behavior –analytic services. Employees of some agencies may occasionally feel pressure to take consumers with challenging behaviors, even though they may not be qualified to serve them. A system of internal monitoring may prevent these instances from occurring.

Systems of ethical training and monitoring may also lead to greater consumption protection.

 **Provides relevant training to employees**

An organization may benefit from teaching ethical behavior to employees because training programs can focus on relevant ethical issues that are likely to arise during practice.

**Helps to mitigate consumer’s loss, reputation damage**

**And litigation**

Another benefit of a system of ethical training and management is that an organization may avoid ethical issues that damage the reputation of an agency if it has a preventive system in place

It is possible the effects of a damaged reputation may lead to loss of consumers and ultimately negatively affect the financial soundness of the company. It is recommended that an antecedent strategy to prevent ethical misconduct is better than taking a reactive measure; when damage has most likely already been done. It is also possible for litigation to arise due to inappropriate ethical conduct.

 **Group training and supervision**

 In some instances, the ethics coordinator may identify an ethical issue he/she may want to address during a group discussion due to complexity or scale of the situations. The ethics coordinator may supervise a discussion between the relevant members and of the professional team on the appropriate course of action. An organization may conduct this training in a group format while disseminating or discussing other information

**Summary**

 To date, researchers have not systematically evaluated organizational systems of ethical training and supervision for the behavior-analytic service providers. Until researchers develop these models, general systems of ethical management and training, may provide a fruitful starting point for an organization wishing to teach and maintain ethical behavior in its employees. Structured training programs may also generate a desirable behavior change at all levels of the organization. We hope future researchers explore these options.