



Registered Behavior Technician

40 hour course

Ethics - Version 2

Section 1: Ethics and Professionalism



Table of Contents

- ① What is Autism Spectrum Disorder (ASD)?
- ② What is Applied Behavior Analysis (ABA)?
- ③ What is the Behavior Analyst Certification Board (BACB)?
- ④ What is the Registered Behavior Technician (RBT)?
- ⑤ Role of the BCBA & RBT
- ⑥ RBT Ethics Code
- ⑦ 7 Dimensions of ABA
- ⑧ Conclusions



Introduction to Applied Behavior Analysis

- What is Applied Behavior Analysis (ABA)?

A scientific approach to understanding and improving human behavior.

- Evidence-Based Practices

ABA is based on empirical research and proven techniques to promote positive behavior changes.

- Individualized Interventions

ABA tailors treatments to the unique needs and goals of each individual.

- Goal-Oriented Approach

ABA focuses on measurable objectives to track progress and effectiveness.

- Reinforcement Techniques

ABA utilizes positive reinforcement to increase desired behaviors.

Understanding Autism Spectrum Disorder



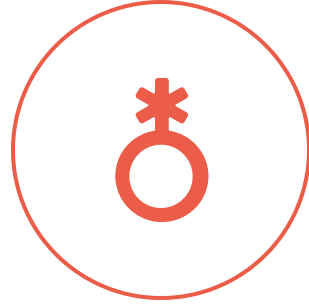
What is Autism Spectrum Disorder?

A lifelong neurodevelopmental condition that affects how a person communicates with and relates to other people.



Core Symptoms

Challenges with social communication, restricted interests, and repetitive behaviors.



Spectrum of Severity

Autism manifests differently in each individual, ranging from mild to severe impairments.



Diagnosis

Typically diagnosed in early childhood based on behavioral and developmental assessments.

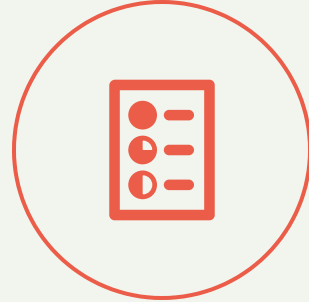
Autism Spectrum Disorder is a complex condition that requires understanding, support, and tailored interventions to help individuals reach their full potential.

Behavior Analyst Board Certification



What is the Behavior Analyst Board Certification?

A professional certification for behavior analysts, ensuring competency and ethical practice.



Eligibility Requirements

Requires a master's degree, supervised experience, and passing a comprehensive exam.



Scope of Practice

Certified behavior analysts are trained to assess, treat, and prevent behavioral issues.



Continuing Education

Certified behavior analysts must complete ongoing professional development to maintain their credential.

The Behavior Analyst Board Certification represents a commitment to excellence in the field of applied behavior analysis, ensuring the highest standards of practice and client care.



Let's learn about the RBT certification!

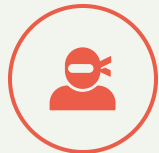
Registered Behavior Technician

RBT Certification



RBT Certification

Registered Behavior Technician (RBT) certification is a paraprofessional credential for direct care staff who implement behavior analytic services under the supervision of a Board Certified Behavior Analyst (BCBA)



Required Training

RBTs must complete 40 hours of training in behavior analysis, ethics, and the RBT Task List before applying for the credential



Assessment, Exam & Renewal

Requires an initial competency assessment, pass RBT exam, and must be renewed every year with ongoing supervision.



Career Opportunities

RBT certification can open up job opportunities in various settings, such as schools, clinics, and home-based therapy programs, working with individuals with developmental disabilities

The RBT certification provides a pathway for direct care staff to play a vital role in the implementation of behavior analytic services, with ongoing training and supervision requirements to ensure quality of care.

What is an RBT?



What is an RBT?

RBT stands for Registered Behavior Technician - a paraprofessional who works under the supervision of a Board Certified Behavior Analyst (BCBA)



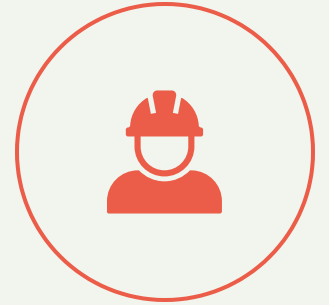
Responsibilities of an RBT

RBTs are responsible for implementing behavior plans, collecting data, and assisting with the development and modification of treatment programs



Education and Training

RBTs must complete a 40-hour training program and pass a competency assessment exam to become certified

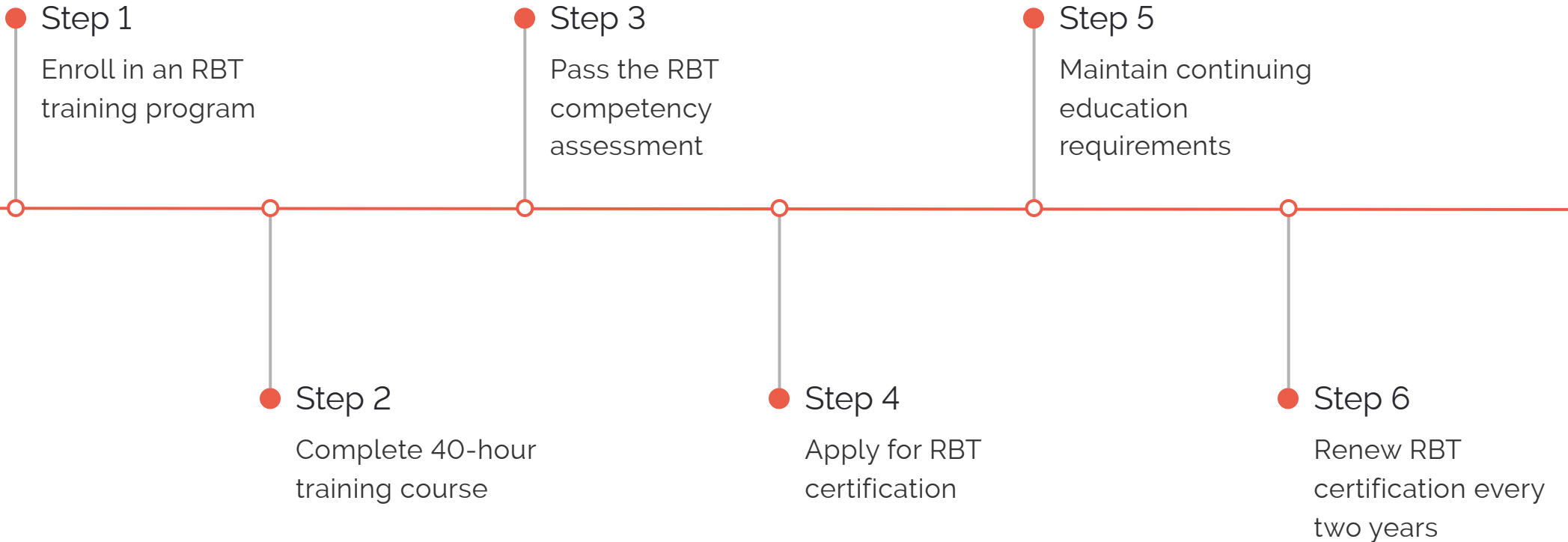


Skills Required

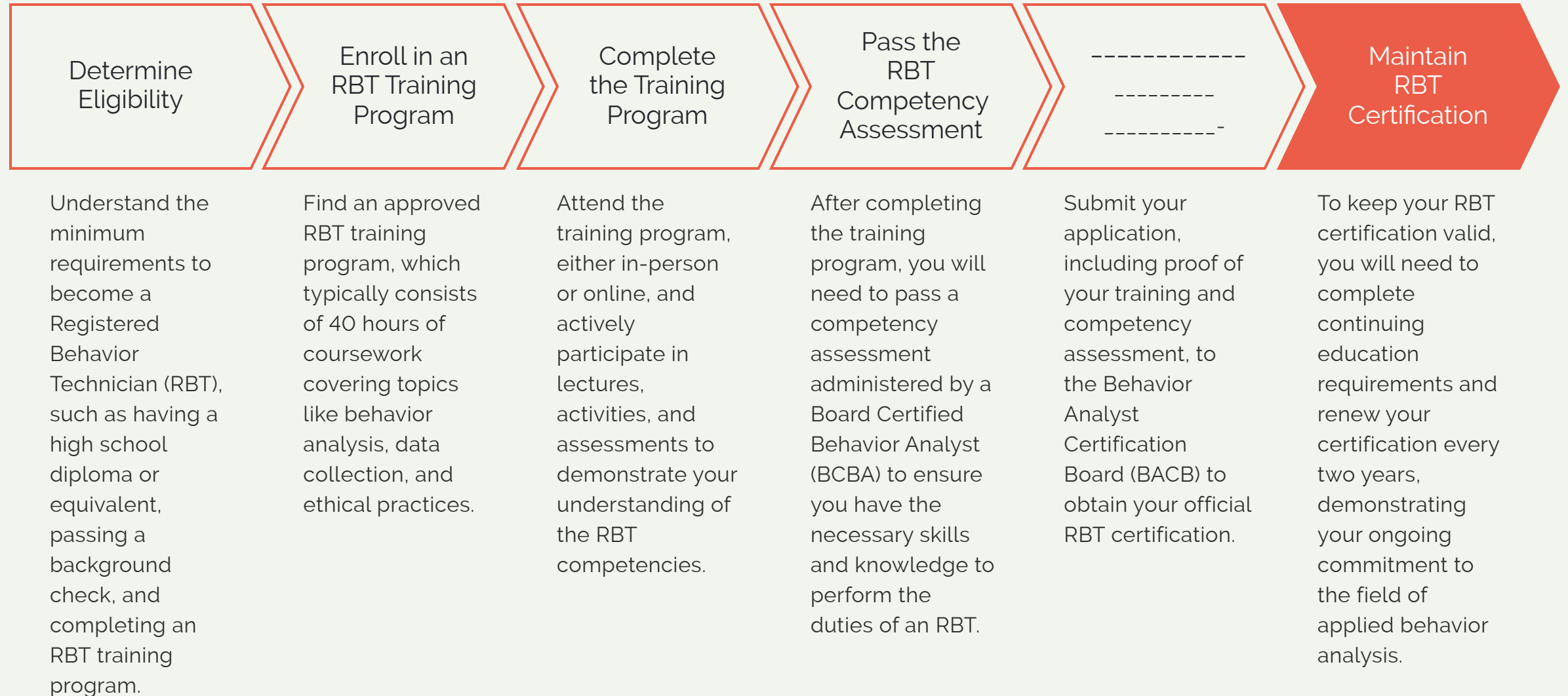
RBTs need strong communication, observation, and data collection skills to effectively implement behavior plans

In summary, an RBT is a crucial member of the behavior analysis team, responsible for directly implementing evidence-based interventions to support individuals with developmental disabilities or behavioral challenges.

RBT Certification Steps

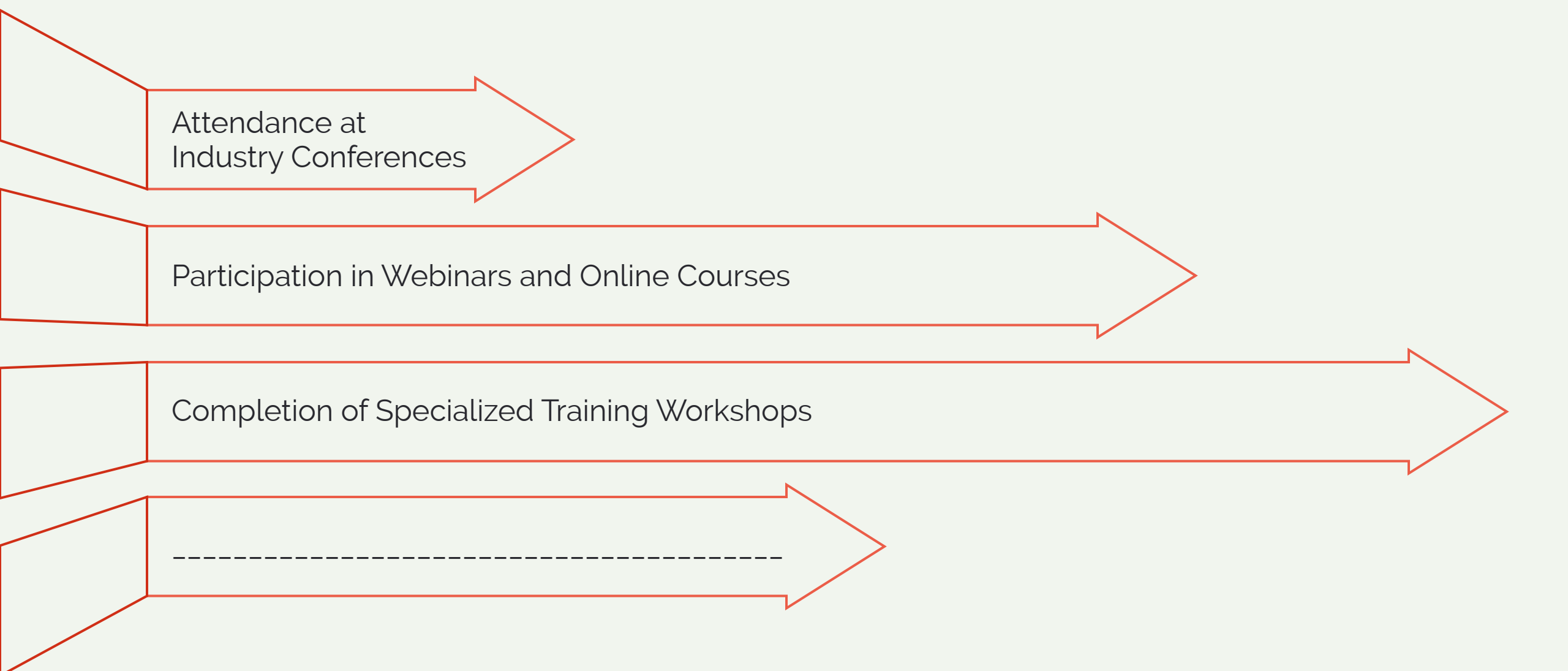


The Entire Process of Becoming an RBT



Continuing Education

Starting January 2026, RBTs will complete CEUs requirements - 12 hours every 2 years

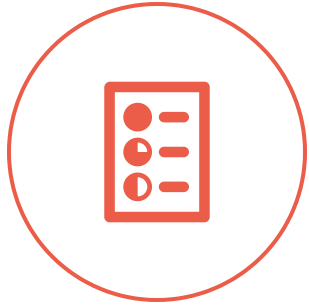


Attendance at
Industry Conferences

Participation in Webinars and Online Courses

Completion of Specialized Training Workshops

Benefits of the RBT Certification



Standardized Competency Evaluation

RBT certification ensures consistent, evidence-based evaluation of essential skills and knowledge for behavior technicians.



Recognized Credibility

RBT certification is a nationally recognized credential that demonstrates proficiency in applied behavior analysis (ABA) principles.



Enhanced Job Opportunities

Many employers in the ABA field require or prefer RBT certification, opening doors to more job opportunities.



Continuous Professional Development

RBTs must complete ongoing training and supervision to maintain their certification, fostering continuous learning and growth.

The RBT certification provides a reliable framework for ensuring behavior technicians possess the necessary skills and knowledge to deliver high-quality ABA services, while also enhancing career prospects and professional development.

Course Overview

- 40-Hour RBT Training Program

This presentation covers the ethics and professionalism section of the 40-hour Registered Behavior Technician (RBT) training program.

- -----
Key ethical principles that RBTs must adhere to, including respect for persons, beneficence, and justice.

- Professionalism in Practice

Maintaining professional conduct, communication, and boundaries with clients and their families.

- -----
Protecting client information and respecting their right to privacy.

- Reporting Concerns

The process of identifying and reporting ethical or professional violations.

- -----
The importance of ongoing learning and professional development for RBTs.

- Ethical Dilemma Case Study

Analyzing a real-world ethical dilemma and discussing appropriate responses.

40-Hour RBT Training Course



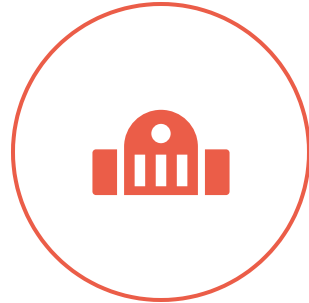
Overview of RBT Training

40-hour course to become a
Registered Behavior
Technician (RBT)



Course Curriculum

Covers principles of applied
behavior analysis,
assessment, and intervention
techniques



Hands-on Training

Includes supervised
fieldwork and practical
demonstrations



Certification Exam

Successful completion of the
RBT exam required to obtain
certification

This comprehensive 40-hour RBT training course provides the knowledge and skills necessary to become a Registered Behavior Technician and support individuals with behavioral health needs.

RBT Task List

- Task List

Compile a comprehensive list of all tasks required for the RBT (Registered Behavior Technician) certification process

- Eligibility Criteria

Ensure you meet the educational and experience requirements to apply for the RBT exam

- Exam Preparation

Develop a study plan and utilize available resources to thoroughly prepare for the RBT certification exam



Complete and submit the RBT certification application with all necessary documentation

- Exam Scheduling

Schedule your RBT exam at a convenient testing center and confirm the appointment details

RBT Competency Requirements

Competency Requirement	Description
Data Collection and Graphing	Ability to collect and analyze behavioral data, including the use of various data collection methods such as direct observation, frequency counts, duration measures, and rate of behavior. Proficiency in creating and interpreting behavior graphs, charts, and other visual representations of data.
Behavior Assessment	Competence in conducting functional behavior assessments (FBAs) to identify the function of problem behaviors, including the use of indirect and direct assessment methods. Understanding of how to develop behavior intervention plans based on the FBA findings.
Behavior Acquisition	Skill in teaching new behaviors, skills, and replacement behaviors using evidence-based instructional strategies such as shaping, chaining, and discrete trial training. Ability to design and implement effective teaching programs to promote skill acquisition.
Behavior Reduction	Proficiency in implementing behavior reduction strategies, including the use of antecedent-based interventions, differential reinforcement, and function-based interventions. Understanding of how to safely and ethically manage challenging behaviors.
Documentation and Reporting	Ability to maintain accurate and comprehensive documentation of client data, behavioral assessments, intervention plans, and progress. Competence in effectively communicating findings and recommendations to relevant stakeholders, such as parents, teachers, and other professionals.
Ethics	Knowledge and application of ethical principles and guidelines, such as those outlined by the BACB or other relevant professional organizations. Commitment to protecting client rights, ensuring confidentiality, and promoting the well-being of individuals with disabilities.

*Adapted from the Behavior Analyst Certification Board (BACB) Task List for Registered Behavior Technicians (RBTs).

RBT Competency Assessment

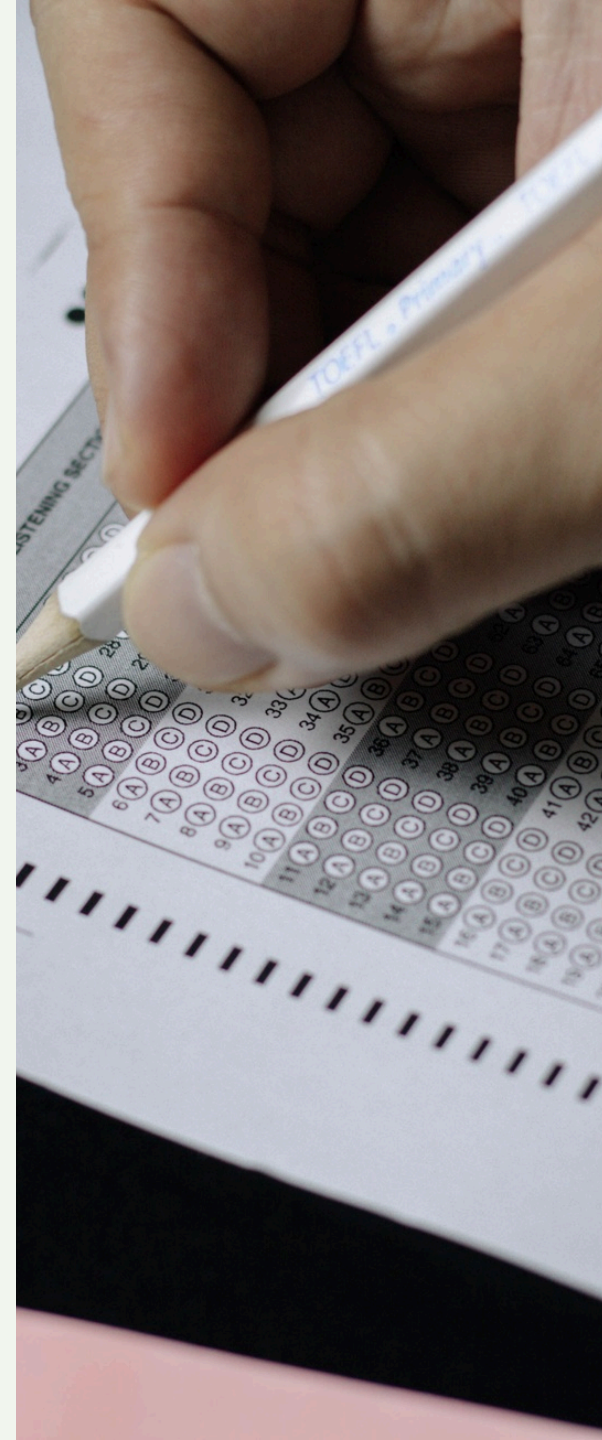
- Key Points

- The competency assessment is based on the RBT task list. It is an initial requirements for the RBT credential.
- Assessment must be overseen by a BCBA or BCaBA who has complete the _____ hour supervision training Assessment must be conducted after the 40 hr training requirement has been completed but no more than 90 days before the application
- Assessment maybe be conducted via _____ and/or with a client
- The assessment is complete when the behavior technician demonstrates competency in each task as determined by the assessor



RBT Application

- ① Create an account through the BACB Gateway
- ② Select the “RBT” tab and create an application
- ③ Upload required documents (Certificate of completion of the 40-hour RBT training, Completed RBT competency assessment, and high school diploma or equivalent)
- ④ Pay application fee to BACB: \$50
- ⑤ Identify your RBT supervisor. The BACB will contact them to verify your eligibility, including passing a background check within the last 180 days.



RBT Exam

Once the application is approved, the applicant will be sent an email with instructions on how to schedule their RBT exam

The exam is based on the RBT task list: 85 questions, 75 scored items and 10 unscored pilot items. Candidates have 1.5 hours to complete the exam

Candidates are required to pay a \$45 exam fee to _____

Results are provided on-site upon completion



Maintaining RBT Credential

RBTs must obtain ongoing supervision for a minimum of 5% of the hours spent providing ABA services per -----.

Supervision must include at least 2 face-to-face, synchronous contacts per month, during at least one of which the supervisor observes the RBT providing services.

At least 1 of the 2 supervision sessions must be ----- supervised sessions.



Maintaining RBT Credential

Coordinate a supervision schedule with supervisor to ensure you meet RBT supervision requirements

Complete annual renewal procedures that include successful re-passage of the RBT competency assessment

Abide by the BACB Ethical Code.
Track supervision!

BACB Disciplinary Actions Against RBTs



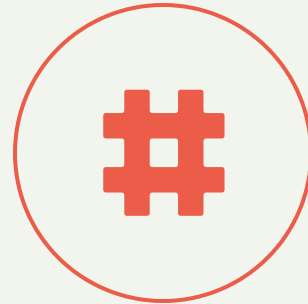
Failure to meet RBT requirements

Lack of education, training, or supervision for RBT role



Violation of ethical guidelines

Breach of client confidentiality, use of inappropriate interventions



Complaints from clients or families

Concerns about service quality, safety, or communication issues



Failure to document sessions or client progress

Incomplete or inaccurate record-keeping

BACB takes disciplinary actions to ensure RBTs maintain professional standards and provide quality services to clients.



BACB Disciplinary Actions

Certification - may be suspended, revoked, or board might mandate continuing education

Eligibility to become certified - may be suspended or revoked

The Role of a Board Certified Behavior Analyst (BCBA)

- -----
Conduct comprehensive functional behavior assessments to identify the function and antecedents of problem behaviors
- **Treatment Planning**
Develop individualized behavior intervention plans based on the results of the assessment
- **Intervention Implementation**
Provide training and support to caregivers and staff to ensure consistent implementation of the intervention plan
- **Data Collection**
Collect and analyze data to monitor progress and make data-driven decisions about the effectiveness of the intervention
- **Collaboration**
Work collaboratively with the treatment team, including parents, teachers, and other professionals, to ensure a comprehensive and coordinated approach

The Role of the Behavior Technician



Implementing Behavior Plans

Assisting in the development and implementation of individualized behavior intervention plans

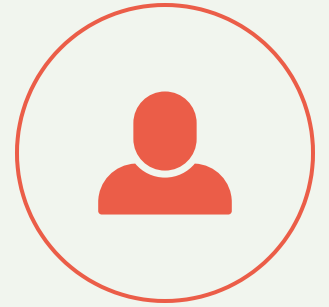


Gathering and recording behavioral data to track progress and inform treatment decisions



Intervention Delivery

Delivering evidence-based behavioral interventions under the supervision of a BCBA



Communicating and coordinating with the treatment team, including parents and other professionals

The behavior technician plays a crucial role in supporting individuals with behavioral needs, implementing evidence-based practices, and contributing to the overall success of the treatment plan.

What an RBT Does Not Do



Does not diagnose

An RBT (Registered Behavior Technician) is not qualified to diagnose mental health or behavioral conditions.



Does not create treatment plans

An RBT is not responsible for developing or modifying treatment plans. That is the role of a BCBA (Board Certified Behavior Analyst).



Does not conduct _____

An RBT does not conduct formal assessments to determine the need for ABA (Applied Behavior Analysis) therapy. Assessments are the responsibility of a BCBA.



Does not supervise other RBTs

An RBT does not supervise or manage the work of other RBTs. Supervision is provided by a BCBA.

In summary, an RBT's role is to implement treatment plans and provide direct ABA therapy services under the supervision of a BCBA. They do not have the authority or qualifications to perform diagnostic, assessment, or supervisory tasks.

The Role of the Supervisor in the RBT Certification Process



Supervisor oversees the recruitment and selection of RBT candidates, ensuring they meet the qualifications and are a good fit for the role.



Training and Guidance
Supervisor provides training and ongoing guidance to RBTs, ensuring they develop the necessary skills and knowledge to perform their duties effectively.



Supervisor observes RBTs in their practice and provides regular feedback and evaluation to support their professional development.



Compliance and Documentation
Supervisor ensures RBTs maintain accurate and up-to-date documentation, and that all required procedures and protocols are followed.

The supervisor plays a crucial role in the RBT certification process, from recruitment and training to ongoing support and evaluation, ensuring the RBTs in their care provide high-quality, ethical, and compliant behavior analysis services.



Part 2: Ethics

Operational Definition of Ethics in Applied Behavior Analysis

- Defining Ethics

The operational definition of ethics in applied behavior analysis refers to the established principles and guidelines that govern the professional conduct of behavior analysts.

- Ethical Principles

These principles include respect for the dignity of individuals, promotion of client welfare, and avoidance of conflicts of interest.

- Professional Responsibility

Behavior analysts have a responsibility to uphold ethical standards, maintain competence, and ensure the safe and effective delivery of behavior analysis services.



Clients must be provided with clear information about the nature of the services, potential risks and benefits, and their right to refuse or withdraw from treatment.

- Confidentiality

Behavior analysts must protect the privacy and confidentiality of client information, ensuring it is only shared with appropriate parties.

Core Ethical Principles for Behavior Analysts

- **Do No Harm**
Ensure client safety and well-being is the top priority
- **Respect _____**
Empower clients to make informed decisions about their own lives
- **Benefit Others**
Aim to improve the lives of clients and community through interventions
- **Be _____**
Ensure fair, equitable, and unbiased treatment for all clients
- **Be Truthful**
Provide accurate and transparent information to clients and stakeholders
- **Treat Clients with Dignity**
Respect the inherent worth and humanity of each client
- **Treat Others with Care and _____**
Demonstrate empathy, kindness, and understanding in all professional interactions
- **Pursue Excellence**
Continuously strive to improve knowledge, skills, and competencies
- **Accept _____**
Take ownership of your actions and their consequences

RBT Ethics Code Section 1: General Responsibilities



RBTs: Upholding Ethical and Professional Standards



Honest and truthful _____

RBTs work to promote an environment that supports truthful behavior in others.



Avoiding fraudulent, illegal, or
_____ actions

RBTs do not lead others to engage in fraudulent, illegal, or unethical behavior.



Compliance with laws and
professional _____

RBTs follow the law and the requirements of their professional community (e.g., BACB, employer, supervisor).

1.01 RBTs are honest and work to support an environment that promotes truthful behavior in others. They do not lead others to engage in fraudulent, illegal, or unethical behavior. They follow the law and the requirements of their professional community (e.g., BACB, employer, supervisor).

RBT Professionalism and Commitment



Professionalism

RBTs conduct themselves in a professional manner at all times



RBTs are accountable for their actions and decisions



Commitment

RBTs make an effort to follow through on work and contractual commitments



When commitments cannot be met, RBTs work with their supervisors to address the situation in the best interest of clients

1.02 RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments. When commitments cannot be met, RBTs work with their supervisors to address the situation in the best interest of clients.

RBT Scope and Supervision



Defined Role

RBTs operate within a clearly established scope of practice



RBTs require close, ongoing supervision by a qualified BCBA or BCaBA



Certification

RBTs can only provide services under their RBT certification

1.03 RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision.

RBTs and Supervision Relationships



RBTs are never employers of their

Registered Behavior Technicians (RBTs)
cannot be the employers of the individuals
who supervise them.



RBTs who are also trainees may
separately contract for supervision
services

RBTs who are currently accruing supervised
fieldwork towards a future BCBA or BCaBA
certification can separately contract for
supervision services.

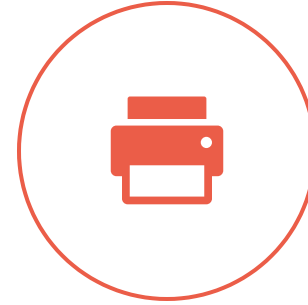
1.04 RBTs are never employers of their supervisor. RBTs who are also trainees (i.e., accruing supervised fieldwork toward a future BCBA or BCaBA certification application) may separately contract for those supervision services.

RBTs: Representing Qualifications and Credentials



Accurate Representation of _____

RBTs do not knowingly make false, misleading, or exaggerated statements about their qualifications.



Transparency of _____

RBTs provide a current and accurate set of relevant credentials to employers and supervisors upon request.

1.05 RBTs do not knowingly make false, misleading, or exaggerated statements about their qualifications or behavior technician services. They provide a current and accurate set of relevant credentials to employers and supervisors upon request.

RBT Competence and Scope of Practice



Demonstrate _____

RBTs provide behavior-technician services only after their supervisor confirms they have demonstrated competence.



Continuous _____

RBTs work with their supervisor to continually evaluate their competence.



Scope of _____

If an RBT identifies that they are being asked to do something that goes beyond the scope of their certification and/or competence, they immediately inform their supervisor or other appropriate individuals at their place of employment and document this communication.

1.06 RBTs provide behavior-technician services only after their supervisor confirms that they have demonstrated competence. They work with their supervisor to continually evaluate their competence. If an RBT identifies that they are being asked to do something that goes beyond the scope of their certification and/or competence, they immediately inform their supervisor or other appropriate individuals at their place of employment and document this communication.

Culturally Responsive RBT Practices



Work directly with

RBTs work closely with their supervisor to ensure they are culturally responsive in their work.



Evaluate own biases

RBTs actively work to identify and address their own biases to better serve individuals with diverse needs and backgrounds.



Obtain necessary training

RBTs obtain any needed training in areas related to working with diverse populations, as directed by their supervisor.

1.07 RBTs work directly with their supervisor to ensure that they are culturally responsive in their work. They actively work to evaluate their own biases and ability to work with individuals with diverse needs/backgrounds (e.g., age, disability, ethnicity, gender expression/identity, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, socioeconomic status) and obtain any needed training in these areas under the direction of their supervisor.

RBTs: Promoting Equity and Inclusion



No Harassment

RBTs must treat all individuals, including clients and coworkers, with respect and fairness, regardless of their age, disability, ethnicity, gender, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, or socioeconomic status.



Equitable and

RBTs must ensure that their actions and interactions with others are equitable and inclusive, promoting a welcoming and supportive environment for all.



Compliance with Laws

RBTs must behave in a manner that is in compliance with all applicable laws and regulations regarding discrimination and harassment.

1.08 RBTs do not harass or discriminate against others (e.g., clients, coworkers). They behave toward others in an equitable and inclusive manner regardless of age, disability, ethnicity, gender expression/identity, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, socioeconomic status, or any other basis proscribed by law.

RBTs Addressing Personal Biases and Challenges



Awareness of personal biases or challenges

RBTs are aware that their own mental, physical, legal, financial, or relationship challenges may impact their ability to effectively provide behavior-technician services.



Taking steps to resolve issues

If their biases or challenges may impact services, RBTs take steps to resolve the issue, such as developing an action/care plan, reporting to their supervisor, refraining from working with clients, or reporting to the BACB.



Documentation of actions

RBTs document the actions they take to resolve any issues that may impact their ability to provide effective services.

1.09 RBTs are aware that their personal biases or challenges (e.g., mental or physical health conditions; legal, financial, marital/relationship challenges) may impact their ability to effectively carry out their behavior-technician services. If their biases or challenges may impact services, they take steps to resolve the issue (e.g., developing an action/care plan, reporting to their supervisor, refraining from working with clients until the issue is resolved, reporting to the BACB) and document these actions.

Avoiding Multiple Relationships as an RBT



Avoid multiple relationships

Avoid (e.g., friend, family, employee/employer) relationships as this can lead to conflicts of interest and risk of harm to the client.



Inform supervisor of multiple relationships

If an RBT finds that a multiple relationship has developed, they should immediately inform their supervisor, work to resolve the issue, and document their actions.



Report supervisor's

Report it to the supervisor's manager or other appropriate entity (e.g., human resources, BACB) and document the communication.

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.

Gift Exchange Guidelines for RBTs

- **Conflict 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).

- **----- Gifts**

A gift is acceptable if it functions as an occasional expression of gratitude and does not result in financial benefit to the recipient.

- **Ongoing or Cumulative Gifts**

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.

- **Employer's Gift Exchange Policy**

If an employer has a stricter policy regarding gift exchange (e.g., prohibiting gift exchange), RBTs follow that policy.

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 Ethical Boundaries

- RBTs do not engage in romantic or sexual relationships with current clients, stakeholders, or supervisors
- RBTs do not engage in romantic or sexual relationships with former clients or stakeholders for a minimum of **two years**
- RBTs do not engage in romantic or sexual relationships with former supervisors until the professional relationship has ended
- RBTs do not receive supervision from individuals with whom they have had a past romantic or sexual relationship

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.

Time for Practice Questions



Let's practice!

Samantha reads on a website about rare minerals that can cure autism. She is passing on this information to several families. This violates which code element?

1.01 RBTs are honest and work to support an environment that promotes truthful behavior in others. They do not lead others to engage in fraudulent, illegal, or unethical behavior.

1.02 RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments.

1.03 RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision.

1.05 RBTs do not knowingly make false, misleading, or exaggerated statements about their qualifications or behavior technician services. They provide a current and accurate set of relevant credentials to employers and supervisors upon request

Samantha reads on a website about rare minerals that can cure autism. She is passing on this information to several families. This violates which code element?

1.01 RBTs are honest and work to support an environment that promotes truthful behavior in others. They do not lead others to engage in fraudulent, illegal, or unethical behavior.

1.02 RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments.

1.03 RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision.

1.05 RBTs do not knowingly make false, misleading, or exaggerated statements about their qualifications or behavior technician services. They provide a current and accurate set of relevant credentials to employers and supervisors upon request

Ethical Concerns with Unverified Medical Claims

- Rare Mineral Claim

The prompt describes a situation where an individual, Samantha, is spreading information about a rare mineral that can supposedly cure autism when used interactively. This claim is likely false and unsupported by scientific evidence.

- Sharing Unverified Medical Information

By passing this unsubstantiated information to families, Rachel is potentially causing harm by giving them false hope and encouraging the use of an unproven and potentially dangerous treatment.

- Violation of RBT Ethics Code 1.1

This behavior violates the RBT ethics code 1.1, which requires RBTs to be honest and work to support an environment that promotes truthful behavior in others

- Potential Legal Implications

Sharing false or misleading medical information, especially related to the treatment of a disability like autism, could have legal consequences if it leads to harm or financial exploitation of vulnerable individuals or families.

At the end of the session, the RBT realizes she forgot to take data. What should the RBT do?

- 1 Estimate the client's data and data it to the session note
- 2 Do no estimate data. Say nothing to the BCBA and pretend there are no issues with the data.
- 3 Let the BCBA know and discuss tools and techniques to prevent this from happening again.
- 4 Use data from another day.

At the end of the session, the RBT realizes she forgot to take data. What should the RBT do?

- 1 Estimate the client's data and data it to the session note
- 2 Do no estimate data. Say nothing to the BCBA and pretend there are no issues with the data.
- 3 **Let the BCBA know and discuss tools and techniques to prevent this from happening again.**
- 4 Use data from another day.

What should the RBT do if they forgot to take data?

- Inform the BCBA

The RBT should immediately inform the Board Certified Behavior Analyst (BCBA) or the supervising clinician that they forgot to collect data during the session.

- Document the issue

The RBT should document the issue and the steps they are taking to address it in the client's records or treatment notes.

- Develop a plan

The RBT and the BCBA should work together to develop a plan to address the missing data, such as rescheduling the session or using alternative data collection methods.

- Implement the plan

The RBT should implement the plan developed with the BCBA to ensure that the necessary data is collected and the treatment plan remains on track.

- Review and reflect

The RBT should review the incident with the BCBA, identify any areas for improvement, and implement strategies to prevent similar issues from occurring in the future.

An RBT starts working with a new family and quickly builds rapport with the parents. Mom asks the RBT to follow her on Instagram. What should the RBT do?

- 1 Say yes and follow the mom on Instagram
- 2 Say yes and wait 2 years to follow her on Instagram
- 3 Politely decline and reference the ethical code
- 4 Say no and walk away

An RBT starts working with a new family and quickly build rapport with the parents. Mom asks the RBT to follow her on Instagram. What should the RBT do?

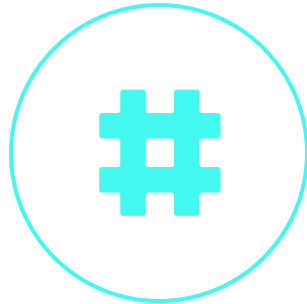
- 1 Say yes and follow the mom on Instagram
- 2 Say yes and wait 2 years to follow her on Instagram
- 3 **Politely decline and reference the ethical code**
- 4 Say no and walk away

Maintaining Professional Boundaries with Clients' Families



Acknowledge the social media invitation

Politely thank the mom for the invitation, but explain that it is not appropriate to connect on personal social media as it may blur professional boundaries.



Suggest alternative ways to communicate

Offer to provide the family with the RBT's work email or a dedicated communication app for updates and information sharing about the client's progress.



Maintain professional boundaries

Emphasize the importance of maintaining a professional relationship and explain that connecting on personal social media could compromise the RBT's ability to provide objective and unbiased services.

The RBT should politely decline the mom's invitation to follow on Instagram, while suggesting alternative and appropriate ways to communicate. This will help maintain professional boundaries and ensure the best possible outcomes for the client.

RBT Ethics Code

Section

2: Responsibilities in Providing Behavior- Technician Services



RBTs: Committed to Client Welfare



Do No _____

RBTs are committed to promoting the well-being and safety of their clients.



Best Interest of _____

RBTs work to support the individual needs and goals of their clients.



Mandated _____

RBTs are knowledgeable about and comply with mandatory reporting requirements to protect vulnerable individuals.

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.

Responsibilities of Registered Behavior Technicians (RBTs)



Follow direction of _____

RBTs must follow the guidance and instructions provided by their supervisors to ensure consistent and effective implementation of behavior-technician services.



Accurately implement behavior-technician services

RBTs are responsible for accurately and precisely carrying out the behavior-technician services as prescribed by their supervisors to meet the needs of their clients.



Accurately complete required _____

RBTs must accurately record and document all relevant client data, billing records, and other required documentation to ensure proper tracking and reporting of services provided.

2.02 RBTs follow the direction of their supervisors, accurately implement behavior-technician services, and accurately complete all required documentation (e.g., client data, billing records).

RBT Professional Conduct and Development



Professional Conduct

RBTs demonstrate professionalism in all work activities, including delivering services, receiving training, and during supervision.



Feedback-Driven _____

RBTs actively seek and act on feedback from supervisors to enhance their performance and skills.



Continuous Learning

RBTs engage in ongoing learning and development to maintain and upgrade their expertise.

2.03 RBTs conduct themselves in a professional manner during all work activities (e.g., delivering services, receiving training or supervision). They take action to improve their performance following feedback from supervisors.

RBTs and Unfamiliar Interventions/Clients



----- Interventions

RBTs should not use interventions they have not been trained on



Unfamiliar -----

RBTs should not provide services to clients they have not been trained to work with



Proper -----

RBTs must receive appropriate training before using new interventions or working with new client populations

2.04 RBTs do not use unfamiliar interventions or provide services to unfamiliar client populations unless they have received proper training.

RBT Restrictive Procedures Guidelines



Restrictive or punishment-based

RBTs can only implement these when
included in a documented behavior-change
plan

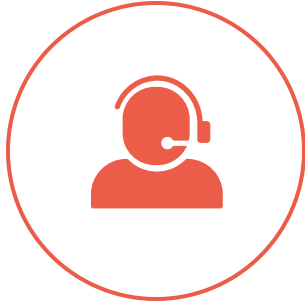


Supervisor -----

RBTs must have their supervisor verify their
competence before implementing procedures

2.05 RBTs implement restrictive or punishment-based procedures only when included in a documented behavior-change plan and after their supervisor has verified their competence.

RBT Questions and Concerns



Questions or Concerns from RBTs

RBTs direct any questions or concerns they have about their behavior technician services to their supervisor



Questions or Concerns from

RBTs direct any questions or concerns that caregivers have about the RBT's behavior technician services to their supervisor



Questions or Concerns from

RBTs direct any questions or concerns that coworkers have about the RBT's behavior technician services to their supervisor

2.06 RBTs direct any questions or concerns that they or others (e.g., caregivers, coworkers) have about their behavior technician services to their supervisor.

Protecting Clients: RBT Responsibilities

- Protect client's legal rights

RBTs take necessary actions to protect clients when they become aware that a client's legal rights are being violated

- Report to supervisor

RBTs report the matter to their supervisor when they become aware of a risk of harm to a client

- Follow _____

RBTs follow organization policies when a client's legal rights are being violated or there is a risk of harm to a client

- Document actions

RBTs document their actions when a client's legal rights are being violated or there is a risk of harm to a client

- Contact _____

In some instances, RBTs may need to contact relevant authorities (e.g., law enforcement, BACB, licensure board) when a client's legal rights are being violated or there is a risk of harm to a client

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).

Protecting Client Confidentiality and Privacy



Protect client confidentiality

RBTs must follow all requirements from the BACB, employers, and the law to protect the confidentiality and privacy of their clients, stakeholders, and others in the workplace.



Maintain client records

RBTs must maintain confidentiality when interacting with client information and records.



Comply with privacy laws and requirements

RBTs must adhere to privacy laws and licensure requirements to ensure the confidentiality and privacy of all individuals in the workplace.

2.08 RBTs protect the confidentiality and privacy of their clients, stakeholders, and others in the workplace by following all related requirements established by the BACB, employers, and the law (e.g., privacy laws, licensure requirements). RBTs maintain confidentiality when interacting with client information and records.

Client Privacy and Confidentiality for RBTs



Client privacy

RBTs must maintain client confidentiality and not share any identifying information



Social media -----

RBTs are prohibited from posting client photos, videos, or personal details on social media or websites

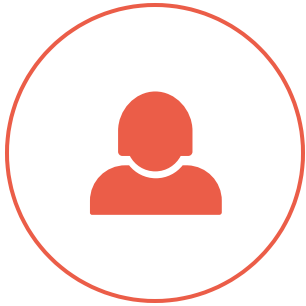


Ethical responsibility

RBTs have a professional and ethical obligation to protect client privacy and data

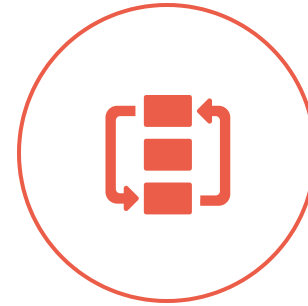
2.09 RBTs do not share identifying information (e.g., photos, videos, written information) about clients on social media or websites.

Confidentiality of Client Information for RBTs



Confidential client information

RBTs can only discuss confidential client information under the direction of their supervisor, unless allowed by law for a valid reason (e.g., protecting the client or others from harm).



Necessary client _____

RBTs can only share necessary client information in their job-related communications (e.g., emails, documentation).

2.10 RBTs only discuss confidential client information under the direction of their supervisor unless allowed by law for a valid reason (e.g., protecting the client or others from harm). RBTs only share necessary client information in their job-related communications (e.g., emails, documentation).

Time for Practice Questions



Let's practice!

What are some ways in which a RBT can follow the BACB RBT Ethics Code 2 - General Responsibilities?

- ① Avoiding multiple relationships with clients, families, and supervisors
- ② Following the RBT ethics code.
- ③ Seeking appropriate supervision.
- ④ All of the above.

What are some ways in which a RBT can follow the BACB RBT Ethics Code 2 - General Responsibilities?

- 1 Avoiding multiple relationships with clients, families, and supervisors
- 2 Following the RBT ethics code.
- 3 Seeking appropriate supervision.
- 4 **All of the above.**

RBT Ethics Code 2 - General Responsibilities

- Respect client's rights

Protect client's confidentiality and privacy, ensure informed consent, and promote client's independence and choice.

- Maintain professional boundaries

Avoid conflicts of interest, refrain from personal or sexual relationships with clients, and maintain appropriate professional relationships.

- Provide competent services

Ensure adequate training, supervision, and ongoing professional development to deliver effective and evidence-based interventions.

- Collaborate with the treatment team

Communicate effectively with the client, caregivers, and other professionals involved in the client's care, while respecting client confidentiality.

- Maintain accurate records

Document all client-related activities, progress, and changes in a timely and accurate manner, in compliance with organizational policies and procedures.

Luis is very happy with his learner's progress. He decided to post a picture of his client on social media mentioning how proud he is. Which RBT ethics code is he violating?

- 1 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 2.03 RBTs conduct themselves in a professional manner during all work activities (e.g., delivering services, receiving training or supervision).
- 3 2.10 RBTs only discuss confidential client information under the direction of their supervisor unless allowed by law for a valid reason
- 4 2.09 RBTs do not share identifying information (e.g., photos, videos, written information) about clients on social media or websites.

Luis is very happy with his learner's progress. He decided to post a picture of his client on social media mentioning how proud he is. Which RBT ethics code is he violating?

- 1 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 2.03 RBTs conduct themselves in a professional manner during all work activities (e.g., delivering services, receiving training or supervision).
- 3 2.10 RBTs only discuss confidential client information under the direction of their supervisor unless allowed by law for a valid reason
- 4 **2.09 RBTs do not share identifying information (e.g., photos, videos, written information) about clients on social media or websites.**

Violating RBT Ethics Code by Posting Client's Picture

- **Violating Client Confidentiality**

Luis is violating the RBT ethics code by posting a picture of his client on social media without the client's consent. This breaches the client's right to privacy and confidentiality.

- **Respecting Client Dignity and Rights**

The RBT ethics code emphasizes the importance of respecting the dignity and rights of the client. Posting the client's picture without permission undermines their autonomy and right to privacy.

- **Maintaining Professional Boundaries**

The RBT ethics code requires maintaining appropriate professional boundaries with clients. Sharing a client's personal information on social media can be seen as a breach of this boundary.

- **Promoting Ethical Behavior**

The RBT ethics code requires registered behavior technicians to promote ethical behavior and report any unethical conduct. By posting the client's picture without consent, Luis is not upholding this ethical responsibility.

An RBT begins working with a client who engages in physical aggression. The behavior plan outlines procedures to address a function escape from demand but the RBT believes the client's aggression is maintained by attention. What should the RBT do?

- 1 Ignore the behavior plan and start probing possible interventions for attention
- 2 Tell the family the behavior plan is wrong
- 3 Implement outlined procedures in the behavior plan, collect data, and notify the BCBA
- 4 Continue implementing current intervention procedures

An RBT begins working with a client who engages in physical aggression. The behavior plan outlines procedures to address a function of escape from demand but the RBT believes the client's aggression is maintained by attention. What should the RBT do?

- 1 Ignore the behavior plan and start probing possible interventions for attention
- 2 Tell the family the behavior plan is wrong
- 3 **Implement outlined procedures in the behavior plan, collect data, and notify the BCBA**
- 4 Continue implementing current intervention procedures

Addressing Aggression

Understand the Behavior Plan

Review the existing behavior plan, which outlines procedures to address a function of function from demand. Take note of the specified function of the behavior.

Observe Client Behavior

Carefully observe the client's behavior and interactions to determine if the aggression is indeed maintained by attention, as the RBT believes, rather than the identified function in the behavior plan.

Communicate with the BCBA

Discuss the RBT's observations and concerns with the supervising BCBA. Provide detailed information about the client's behavior and the RBT's assessment of the function.

Collaborate on a Plan Modification

Work with the BCBA to modify the behavior plan to address the attention-maintained aggression. This may involve revising intervention strategies or updating the function-based approach.

Monitor and Evaluate Progress

Closely monitor the client's progress and regularly assess the effectiveness of the modified plan. Collaborate with the BCBA to make any necessary adjustments.

RBT Ethics Code

Section 3: Responsibilities to the BACB and BACB- Required Supervisor



RBT Compliance with BACB Requirements



Compliance with BACB requirements

RBTs must adhere to all rules and regulations set forth by the Behavior Analyst Certification Board (BACB), including supervision, documentation, and audits.



RBTs must receive regular supervision from a qualified supervisor, as specified by the BACB.



Documentation of supervision

RBTs must maintain detailed records of their supervision sessions and activities, as required by the BACB.



RBTs may be subject to periodic audits by the BACB to ensure compliance with all requirements.

3.01 RBTs comply with all requirements of the BACB and their supervisor, including, but not limited to, supervision, documentation of supervision, and audits.

RBT Communication Requirements



Honest and accurate

RBTs are required to be honest and accurate in all communications with the BACB and their supervisor.



Correcting inaccurate information to BACB

If an RBT becomes aware that they submitted inaccurate or false information or documents to the BACB, they must immediately contact the BACB to correct the issue.



Correcting inaccurate information to supervisor/employer

Immediately contact involved parties to correct the issue and determine the need to self-report the situation to the BACB.

3.02 RBTs are honest and accurate in all communications with the BACB and their supervisor. If an RBT becomes aware that they submitted inaccurate or false information or documents to the BACB, they immediately contact the BACB to correct the issue. If an RBT becomes aware that they submitted inaccurate or false information or documents to their supervisor or employer, they immediately contact those parties to correct the issue and determine the need to self-report the situation to the BACB.

RBT Ethics: Maintaining Examination Integrity



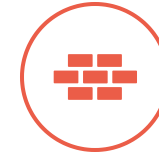
RBTs _____ cheat or help others cheat

RBTs are prohibited from engaging in any form of cheating or assisting others in cheating on RBT competency assessments or RBT examinations.



RBTs follow BACB rules and _____

RBTs must adhere to all rules and requirements set forth by the Behavior Analyst Certification Board (BACB) and its approved testing centers.



_____ on falsifying information and unauthorized use of materials

RBTs are not allowed to falsify any information or engage in the unauthorized collection, use, or distribution of examination materials.

3.03 RBTs do not cheat or help others cheat on RBT competency assessments or RBT examinations. RBTs follow the rules and requirements of the BACB and its approved testing centers, including, but not limited to, those related to falsifying information and the unauthorized collection, use, or distribution of examination materials..

RBT Self-Reporting Requirements



RBTs Must Self-Report to BACB

RBTs are required to self-report to the BACB within 30 days of any event that might impact their ability to effectively carry out their behavior-technician services or comply with BACB requirements.



Legal Charges and Actions

RBTs must self-report any legal charges and subsequent related actions to the BACB.



Investigations and Disciplinary Actions

RBTs must self-report any investigations by employers, governmental agencies, educational institutions, or third-party payers, as well as any disciplinary actions by these entities.



Physical, Mental, or Substance Abuse

RBTs must self-report any physical conditions, mental conditions, or substance abuse that may impair their ability to safely provide behavior-technician services.

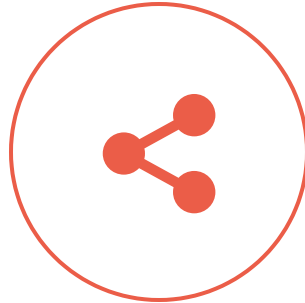
3.04 RBTs are aware of the events they need to self-report to the BACB and any other required entities (e.g., employer, supervisor). They self-report to the BACB within 30 days of the event or within 30 days of becoming aware of the event. RBTs are required to self-report to the BACB any event that might impact their ability to effectively carry out their behavior technician services or comply with BACB requirements, including:

Intellectual Property Protection for RBTs



Do not misuse BACB certification titles

RBTs should not use BACB certification titles (e.g., BCBA, BCaBA) without proper authorization



Do not share BACB exam

RBTs must not disclose or distribute any content from BACB examinations



Respect proprietary

RBTs should not use an employer's confidential or proprietary materials without permission

3.05 RBTs do not misuse the intellectual property of the BACB (e.g., certification titles, examination content) or others (e.g., an employer's proprietary materials).

BACB Actions and RBT Responsibilities

- Notice of Alleged Violation

RBTs named in a Notice of Alleged Violation from the BACB

- Required BACB Action

RBTs who receive a required action from the BACB (e.g., RBT Supervision Audit, Educational Memorandum, Notice of RBT Required Action)

- Disciplinary or _____

RBTs who receive a Disciplinary or Appeal Determination from the BACB

- Suspension or Revocation

RBTs who receive a Notice of Summary Suspension or Revocation from the BACB

- Collaborate with Supervisor

RBTs must immediately share the document with their supervisor and work collaboratively to respond to any correspondence and comply with all BACB requirements

3.06 RBTs named in a Notice of Alleged Violation or who receive a required action from the BACB (e.g., RBT Supervision Audit, Educational Memorandum, Notice of RBT Required Action, Disciplinary or Appeal Determination, Notice of Summary Suspension or Revocation) immediately share the document with their supervisor and work collaboratively to respond to any correspondence and comply with all BACB requirements.

RBT Certification Maintenance and Reporting

- Regular checks of BACB account

RBTs regularly (e.g., monthly) check their BACB account to ensure their personal information (e.g., name, email address, mailing address) is accurate.

- Reporting changes to
----- status

Within 24 hours of becoming aware of a change to their certification status (e.g., inactive, expired, suspended, revoked), RBTs report the change to their supervisor and subsequently comply with applicable BACB requirements related to practice, billing, and use of the RBT title.

3.07 RBTs regularly (e.g., monthly) check their BACB account to ensure their personal information (e.g., name, email address, mailing address) is accurate. Within 24 hours of becoming aware of a change to their certification status (e.g., inactive, expired, suspended, revoked), RBTs report the change to their supervisor and subsequently comply with applicable BACB requirements related to practice, billing, and use of the RBT title.

Time for Practice Questions



Let's practice!

The RBT Ethics Code Section 3, addresses compliance with supervision requirements. What are some ways RBTs can ensure they meet those expectations?

- 1 Find an eligible supervisor
- 2 Schedule and plan supervisions with BCBA to ensure the minimum requirement is met
- 3 Track hours
- 4 All of the above.

The RBT Ethics Code Section 3, addresses compliance with supervision requirements. What are some ways RBTs can ensure they meet those expectations?

- 1 Find an eligible supervisor
- 2 Schedule and plan supervisions with BCBA to ensure the minimum requirement is met
- 3 Track hours
- 4 **All of the above.**

Ensuring RBT Supervision Compliance



Understand Supervision



Review the RBT Ethics Code Section 3 to clearly identify the supervision requirements for RBTs



Communicate with Supervisor

Regularly check in with your BCBA supervisor to ensure you are meeting all supervision expectations



Document Supervision



Keep detailed records of all supervision sessions, including date, duration, and topics covered



Seek Clarification if Needed

If you are ever unsure about a supervision requirement, do not hesitate to ask your supervisor for clarification

By understanding the supervision requirements, communicating with your supervisor, documenting sessions, and seeking clarification when needed, RBTs can ensure they are meeting the expectations outlined in the RBT Ethics Code.

Let's Recap Ethics!



Review of Key Topics

Summarize the main concepts and ideas covered in the session



Takeaways and Learnings

Highlight the key takeaways and lessons learned

Ethical Principles

- Respect for Persons

Recognizing the inherent dignity and worth of each individual, and respecting their right to make autonomous decisions.

- -----

Promoting the well-being of clients by striving to do good and prevent harm, while maximizing benefits and minimizing risks.

- -----

Ensuring fair and equitable treatment, and advocating for the rights and access to services for all individuals, regardless of their personal characteristics or circumstances.



Professionalism in Practice

As Registered Behavior Technicians (RBTs), maintaining professionalism in our interactions with clients and their families is crucial. This involves consistently exhibiting ethical conduct, clear and effective communication, and appropriate boundaries to foster trust, respect, and the best possible outcomes for the individuals we serve.

Confidentiality and Privacy

Respect Client Privacy

Protect client information and their right to privacy. Ensure client records and data are securely stored and only accessible to authorized personnel.

Maintain _____

Never disclose client information to unauthorized individuals. Adhere to strict confidentiality protocols and guidelines to protect client privacy.

Limit Disclosure

Only share client information when necessary and with the client's or guardian's consent. Minimize the amount of personal information shared to what is essential.

Secure _____

Use secure and encrypted channels for all client-related communications. Avoid discussing client information in public spaces.

Ongoing Training

Regularly review and update knowledge on privacy laws and best practices for maintaining client confidentiality. Participate in continuous training to stay informed.

Reporting Concerns



Key Takeaways

- Adhere to Ethical _____

Respect for persons, beneficence, and justice are the key ethical principles that guide RBT practice.

- Maintain Professional Conduct

Uphold professional boundaries, communication, and behavior when interacting with clients and their families.

- Protect Client

Safeguard client information and respect their right to privacy at all times.

- Report Ethical _____

Identify and report any ethical or professional violations through the proper channels.

- Engage in Ongoing Learning

Continuously seek opportunities for professional development to enhance knowledge and skills.

1
FIRST

FIRST EDITION

Task D-03 Implement interventions based on modification of antecedents such as motivating/establishing operations and discriminative stimuli.

Task E-03 Effectively communicate with supervisor.

Task E-01 Report other variables that might affect the client (e.g., illness, relocation, medication).

Task E-02 Generate objective session notes by describing what occurred during sessions.

Task E-05 Comply with applicable legal, regulatory and workplace requirements for data collection, storage and transportation.

Task F-01 Describe the role of the RBT in the service delivery system.

2
SECOND

SECOND EDITION

Task D-3 Implement interventions based on modification of antecedents such as motivating operations and discriminative stimuli.

Task E-1 Effectively communicate with a supervisor in an ongoing manner.

Task E-3 Report other variables that might affect the client in a timely manner.

Task E-4 Generate objective session notes for service verification by describing what occurred during the sessions, in accordance with applicable legal, regulatory, and workplace requirements.

Task E-5 Comply with applicable legal, regulatory, and workplace data collection, storage, transportation, and documentation requirements.

Task F-1 Describe the BACB's RBT supervision requirements and the role of RBTs in the service-delivery system.

Ethics and Professionalism in 40-Hour RBT Training

The ethics and professionalism section of the 40-hour RBT training program is crucial for establishing and upholding the highest standards of care for clients. By understanding and applying the ethical principles, maintaining professional conduct, and continuously developing their skills, RBTs can ensure they provide the most effective and ethical services to the individuals and families they serve.



Ethics Case Study

Discussion

Kerry has worked with 6 year old Michael for more than a year delivering direct ABA services. During the holidays the parents like to give out gifts to Michael's teachers. As Kerry was leaving the house after a 1:1 ABA therapy session, the family handed her a Christmas gift and gave Kerry a \$25 gift card. Kerry accepted it since it was so sudden she didn't know how to respond. However, on the client's birthday, Michael's mom had asked her if she got Michael a gift and was upset when she hadn't bought anything.

What are the applicable ethics code?

Kerry has worked with 6 year old Michael for more than a year delivering direct ABA services. During the holidays the parents like to give out gifts to Michael's teachers. As Kerry was leaving the house after a 1:1 ABA therapy session, the family handed her a Christmas gift and gave Kerry a \$25 gift card. Kerry accepted it since it was so sudden she didn't know how to respond. However, on the client's birthday, Michael's mom had asked her if she got Michael a gift and was upset when she hadn't bought anything.

What are the applicable ethics code?

- **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
- **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.



Rationale for Ethics Code?



Possible Mediations?

Sharon is an RBT who works 1:1 with her client in the home. The client's mom had asked the RBT to continue the session with the client while she goes to the grocery store to run quick errands. Sharon accepts to continue session while parent steps out because she had mentioned it was a short trip. However, the client's mom had only returned after 45 minutes and was very apologetic. Sharon felt uneasy but she felt empathy for the client's mother as she was a single parent like her. So, Sharon ignored it and didn't mention it in her session notes.

What are the applicable ethics code?

Sharon is an RBT who works 1:1 with her client in the home. The client's mom had asked the RBT to continue the session with the client while she goes to the grocery store to run quick errands. Sharon accepts to continue session while parent steps out because she had mentioned it was a short trip. However, the client's mom had only returned after 45 minutes and was very apologetic. Sharon felt uneasy but she felt empathy for the client's mother as she was a single parent like her. So, Sharon ignored it and didn't mention it in her session notes.

What are the applicable ethics code?

- 1.01: RBT's are honest and work to support an environment that promotes truthful behavior in others
- 1.02: RBT's are accountable for their actions
- 1.03: RBT's provide services under a defined role
- 1.10: RBTs avoid multiple relationships with clients, coworkers, and supervisors.



Rationale for Ethics Code?



Possible Mediations?

Tom is an RBT who implements ABA therapy in the home and collects data on his phone using data collection software. During a supervision overlap, the BCBA had asked Tom to complete data collection as soon as possible to avoid inaccurate data. However, when running programs around the home, Tom leaves his phone on the kitchen table and takes data when the client goes on break. As a result, some trials for programs are misrepresented.

What are the applicable ethics code?

Tom is an RBT who implements ABA therapy in the home and collects data on his phone using data collection software. During a supervision overlap, the BCBA had asked Tom to complete data collection as soon as possible to avoid inaccurate data. However, when running programs around the home, Tom leaves his phone on the kitchen table and takes data when the client goes on break. As a result, some trials for programs are misrepresented.

What are the applicable ethics code?

- **1.02**: RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments. When commitments cannot be met, RBTs work with their supervisors to address the situation in the best interest of clients.
- **2.03**: RBTs conduct themselves in a professional manner during all work activities (e.g., delivering services, receiving training or supervision). They take action to improve their performance following feedback from supervisors.
- **2.02**: RBTs follow the direction of their supervisors, accurately implement behavior-technician services, and accurately complete all required documentation (e.g., client data, billing records).



Rationale for Ethics Code?



Possible Mediations?

Kailey had taken a leave of absence for 2 months for personal family reasons, during which she had not updated her status as voluntary inactive. As a result, her RBT certification was deemed inactive due to not meeting monthly supervision hours. Kailey had not checked her status after coming back to work and continues to represent herself as a certified RBT in all work documentation and billing.

What are the applicable ethics code?

Kailey had taken a leave of absence for 2 months for personal family reasons, during which she had not updated her status as voluntary inactive. As a result, her RBT certification was deemed inactive due to not meeting monthly supervision hours. Kailey had not checked her status after coming back to work and continues to represent herself as a certified RBT in all work documentation and billing.

What are the applicable ethics code?

- **3.07:** RBTs regularly (e.g., monthly) check their BACB account to ensure their personal information (e.g., name, email address, mailing address) is accurate. Within 24 hours of becoming aware of a change to their certification status (e.g., inactive, expired, suspended, revoked), RBTs report the change to their supervisor and subsequently comply with applicable BACB requirements related to practice, billing, and use of the RBT title.
- **3.01:** RBTs comply with all requirements of the BACB and their supervisor, including, but not limited to, supervision, documentation of supervision, and audits
- **3.02:** RBTs are honest and accurate in all communications with the BACB and their supervisor. If an RBT becomes aware that they submitted inaccurate or false information or documents to the BACB, they immediately contact the BACB to correct the issue. If an RBT becomes aware that they submitted inaccurate or false information or documents to their supervisor or employer, they immediately contact those parties to correct the issue and determine the need to self-report the situation to the BACB.



Rationale for Ethics Code?



Possible Mediations?

Natalie is a new RBT who works with Emily, a 10 year old client. Natalie is expected to work 60 hours by the end of May which is in exactly 10 days. However, Natalie has missed scheduled supervision overlaps for the past 2 weeks due to illness. She has only received 1 hour of supervision for the month of May so far.

What ethical violation can she be in risk of?

Natalie is a new RBT who works with Emily, a 10 year old client. Natalie is expected to work 60 hours by the end of May which is in exactly 10 days. However, Natalie has missed scheduled supervision overlaps for the past 2 weeks due to illness. She has only received 1 hour of supervision for the month of May so far.

What ethical violation can she be in risk of?

- **1.03**: RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision
- **1.02**: RBTs conduct themselves in a professional manner, are accountable for their actions, and make an effort to follow through on work and contractual commitments. When commitments cannot be met, RBTs work with their supervisors to address the situation in the best interest of clients.
- **3.01**: RBTs comply with all requirements of the BACB and their supervisor, including, but not limited to, supervision, documentation of supervision, and audits.



Rationale for Ethics Code?



Possible Mediations?

Giana is an RBT who works in the home delivery 1:1 ABA therapy for 3 year old client Harry. The parent had concerns about the client's picky eating and wanted Giana to implement a feeding therapy program that she had found online. Giana is not trained in implementing feeding therapy but didn't want to say no to offend the parent. Giana looks over the information packet for feeding therapy and attempts to teach Harry to accept new food.

What are the applicable ethic codes?

Giana is an RBT who works in the home delivery 1:1 ABA therapy for 3 year old client Harry. The parent had concerns about the client's picky eating and wanted Giana to implement a feeding therapy program that she had found online. Giana is not trained in implementing feeding therapy but didn't want to say no to offend the parent. Giana looks over the information packet for feeding therapy and attempts to teach Harry to accept new food.

What are the applicable ethic codes?

- **1.03:** RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision
- **1.06:** RBTs provide behavior-technician services only after their supervisor confirms that they have demonstrated competence. They work with their supervisor to continually evaluate their competence. If an RBT identifies that they are being asked to do something that goes beyond the scope of their certification and/or competence, they immediately inform their supervisor or other appropriate individuals at their place of employment and document this communication.
- **2.02:** RBTs follow the direction of their supervisors, accurately implement behavior-technician services, and accurately complete all required documentation (e.g., client data, billing records).
- **2.06:** RBTs direct any questions or concerns that they or others (e.g., caregivers, coworkers) have about their behavior-technician services to their supervisor.



Rationale for Ethics Code?



Possible Mediations?

Matt is a six year old boy who has a GI feeding tube. Harry is an RBT who started delivering 1:1 ABA services for Matt about a month ago. Matt's mother had requested that Harry help deliver the bolus syringe in Matt's GI tube while she restrains him. Harry is not trained in GI tube feeding but Harry obliges since it is necessary for Matt to eat.

What are the applicable ethics codes?

Matt is a six year old boy who has a GI feeding tube. Harry is an RBT who started delivering 1:1 ABA services for Matt about a month ago. Matt's mother had requested that Harry help deliver the bolus syringe in Matt's GI tube while she restrains him. Harry is not trained in GI tube feeding but Harry obliges since it is necessary for Matt to eat.

What are the applicable ethics codes?

- **1.03**: RBTs only provide services under their RBT certification within a clearly defined role under close, ongoing supervision.
- **1.06**: If an RBT identifies that they are being asked to do something that goes beyond the scope of their certification and/or competence, they immediately inform their supervisor or other appropriate individuals at their place of employment and document this communication
- **2.01**: RBTs do no harm and work to support the best interest of their clients.
- **2.04**: RBTs do not use unfamiliar interventions or provide services to unfamiliar client populations unless they have received proper training.



Rationale for Ethics Code?



Possible Mediations?

Nicole is an RBT who works with a 4 year old Jason. During a tantrum behavior , Jason was kicking the RBT, so the RBT implements a time out procedure and placed client in a corner facing the wall. The BIP outlines that during tantrum behavior if at any time client's limbs comes in contact with another person body in a forceful manner, the other person should move away 2-3 feet and continue to implement planned ignoring. After de-escalation, client should be prompted to use FCT to communicate needing a break.

What are the applicable ethics codes?

Nicole is an RBT who works with a 4 year old Jason. During a tantrum behavior , Jason was kicking the RBT, so the RBT implements a time out procedure and placed client in a corner facing the wall. The BIP outlines that during tantrum behavior if at any time client's limbs comes in contact with another person body in a forceful manner, the other person should move away 2-3 feet and continue to implement planned ignoring. After de-escalation, client should be prompted to use FCT to communicate needing a break.

What are the applicable ethics codes?

- 2.02: RBTs follow the direction of their supervisors, accurately implement behavior-technician services, and accurately complete all required documentation (e.g., client data, billing records).
- 2.05: RBTs implement restrictive or punishment-based procedures only when included in a documented behavior-change plan and after their supervisor has verified their competence



Rationale for Ethics Code?



Possible Mediations?

Wendy is big on social media and regularly posts about her day to day life. One day she posted about her day at work. She had posted a video about her work as an RBT running programs with her client Lucius. Although she didn't mention the clients name, her clients face was briefly shown for a few seconds during the video. However, one of her followers recognized the client as a family friends' child and reached out to Lucius's mom asking her when she started ABA services for Lucius. The parent was confused and asked how she knew about this since they had not disclosed this information to their friends.

What are the applicable ethics codes?

Wendy is big on social media and regularly posts about her day to day life. One day she posted about her day at work. She had posted a video about her work as an RBT running programs with her client Lucius. Although she didn't mention the clients name, her clients face was briefly shown for a few seconds during the video. However, one of her followers recognized the client as a family friends' child and reached out to Lucius's mom asking her when she started ABA services for Lucius. The parent was confused and asked how she knew about this since they had not disclosed this information to their friends.

What are the applicable ethics codes?

- 2.08: RBTs protect the confidentiality and privacy of their clients, stakeholders, and others in the workplace by following all related requirements established by the BACB, employers, and the law (e.g., privacy laws, licensure requirements). RBTs maintain confidentiality when interacting with client information and records.
- 2.09: RBT Ethics Code (2.0) RBTs do not share identifying information (e.g., photos, videos, written information) about clients on social media or websites.



Rationale for Ethics Code?



Possible Mediations?

While picking up coffee, Aaron an RBT who works for an ABA company accidentally left his car open which led to the company tablet for data collection being stolen out of his car.

What are the applicable ethics codes?

While picking up coffee, Aaron an RBT who works for an ABA company accidentally left his car open which led to the company tablet for data collection being stolen out of his car.

What are the applicable ethics codes?

- 2.08: RBTs protect the confidentiality and privacy of their clients, stakeholders, and others in the workplace by following all related requirements established by the BACB, employers, and the law (e.g., privacy laws, licensure requirements). RBTs maintain confidentiality when interacting with client information and records.



Rationale for Ethics
Code?



Possible
Mediations?

7 Dimensions of ABA

The 7 Dimensions of Applied Behavior Analysis (ABA)

- **Applied**
Focuses on real-world applications and solving practical problems
- **Behavioral**
Concentrates on observable and measurable behaviors
- **Analytic**
Emphasizes data-driven decision making and empirical evaluation
- **Technological**
Utilizes technology and scientific tools to enhance treatment and research
- **Conceptually Systematic**
Grounded in a coherent theoretical framework and principles
- **Effective**
Demonstrates positive and meaningful outcomes for individuals
- **Generality**
Seeks to develop broadly applicable interventions and findings

7 Dimensions of Applied Behavior Analysis (ABA)

- **Applied: Reducing problem behaviors in individuals with autism**
Implementing ABA principles to teach functional communication skills and replace maladaptive behaviors with more appropriate alternatives
- **Behavioral: Observing and measuring target behaviors**
Systematically collecting data on the frequency, duration, and intensity of behaviors to inform intervention strategies
- **Analytic: Analyzing the function of behaviors**
Conducting functional behavior assessments to determine the underlying reasons for problematic behaviors and design tailored interventions
- **Technological: Using technology to enhance ABA interventions**
Leveraging digital tools, apps, and devices to facilitate data collection, progress tracking, and remote service delivery

7 Dimensions of Applied Behavior Analysis (ABA)

- Conceptually Systematic: Grounding ABA in scientific principles

Basing ABA practices on well-established behavioral theories and a deep understanding of the science of learning and behavior change








- Effective: Demonstrating positive outcomes for individuals

Empirically validating the effectiveness of ABA interventions in improving a wide range of skills and reducing problematic behaviors

- Generality: Promoting generalization of learned skills

Designing ABA programs that enable individuals to apply acquired skills across different settings, people, and situations

How to Remember Dimensions of ABA -GET A CAB

-  Generality
-  Effective
-  Technological
-  Applied
-  Conceptually Systematic
-  Analytic
-  Behavioral