APA ETHICS CODE EXCERPTS ESPECIALLY RELEVANT FOR ORGANIZATIONAL PSYCHOLOGISTS

1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority

If psychologists’ ethical responsibilities conflict with law, regulations, or other governing legal authority, psychologists clarify the nature of the conflict, make known their commitment to the Ethics Code, and take reasonable steps to resolve the conflict consistent with the General Principles and Ethical Standards of the Ethics Code. Under no circumstances may this standard be used to justify or defend violating human rights.

1.03 Conflicts Between Ethics and Organizational Demands

If the demands of an organization with which psychologists are affiliated or for whom they are working are in conflict with this Ethics Code, psychologists clarify the nature of the conflict, make known their commitment to the Ethics Code, and take reasonable steps to resolve the conflict consistent with the General Principles and Ethical Standards of the Ethics Code. Under no circumstances may this standard be used to justify or defend violating human rights.

3.04 Avoiding Harm

(a) Psychologists take reasonable steps to avoid harming their clients/patients, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable. (b) Psychologists do not participate in, facilitate, assist, or otherwise engage in torture, defined as any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person, or in any other cruel, inhuman, or degrading behavior that violates 3.04a.

3.11 Psychological Services Delivered to or Through Organizations

(a) Psychologists delivering services to or through organizations provide information beforehand to clients and when appropriate those directly affected by the services about (1) the nature and objectives of the services, (2) the intended recipients, (3) which of the individuals are clients, (4) the relationship the psychologist will have with each person and the organization, (5) the probable uses of services provided and information obtained, (6) who will have access to the information, and (7) limits of confidentiality. As soon as feasible, they provide information about the results and conclusions of such services to appropriate persons. (b) If psychologists will be precluded by law or by organizational roles from providing such information to particular individuals or groups, they so inform those individuals or groups at the outset of the service.

9.02 Use of Assessments

(a) Psychologists administer, adapt, score, interpret, or use assessment techniques, interviews, tests, or instruments in a manner and for purposes that are appropriate in light of the research on or evidence of the usefulness and proper application of the techniques. (b) Psychologists use assessment instruments whose validity and reliability have been established for use with members of the population tested. When such validity or reliability has not been established, psychologists describe the strengths and limitations of test results and interpretation. (c) Psychologists use assessment methods that are appropriate to an individual’s language preference and competence, unless the use of an alternative language is relevant to the assessment issues.

Note that many other parts of the ethics code are applicable to organizational psychologists as well (e.g., Boundaries of competence, conflict of interest, Exploitive relationships, Maintaining confidentiality, Sexual harassment, etc.)
# Ethical Principles of Psychologists and Code of Conduct

## Introduction and Applicability

## Preamble

## General Principles

Principle A: Beneficence and Nonmaleficence

Principle B: Fidelity and Responsibility

Principle C: Integrity

Principle D: Justice

Principle E: Respect for People's Rights and Dignity

## Ethical Standards

1. **Resolving Ethical Issues**
   - 1.01 Misuse of Psychologists’ Work
   - 1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority
   - 1.03 Conflicts Between Ethics and Organizational Demands
   - 1.04 Informal Resolution of Ethical Violations
   - 1.05 Reporting Ethical Violations
   - 1.06 Cooperating With Ethics Committees
   - 1.07 Improper Complaints
   - 1.08 Unfair Discrimination Against Complainants and Respondents

2. **Competence**
   - 2.01 Boundaries of Competence
   - 2.02 Providing Services in Emergencies
   - 2.03 Maintaining Competence
   - 2.04 Bases for Scientific and Professional Judgments
   - 2.05 Delegation of Work to Others
   - 2.06 Personal Problems and Conflicts

3. **Human Relations**
   - 3.01 Unfair Discrimination
   - 3.02 Sexual Harassment
   - 3.03 Other Harassment
   - 3.04 Avoiding Harm
   - 3.05 Multiple Relationships
   - 3.06 Conflict of Interest
   - 3.07 Third-Party Requests for Services
   - 3.08 Exploitative Relationships
   - 3.09 Cooperation With Other Professionals
   - 3.10 Informed Consent
   - 3.11 Psychological Services Delivered to or Through Organizations
   - 3.12 Interruption of Psychological Services

4. **Privacy and Confidentiality**
   - 4.01 Maintaining Confidentiality
   - 4.02 Discussing the Limits of Confidentiality
   - 4.03 Recording
   - 4.04 Minimizing Intrusions on Privacy
   - 4.05 Disclosures
   - 4.06 Consultations
   - 4.07 Use of Confidential Information for Didactic or Other Purposes

5. **Advertising and Other Public Statements**
   - 5.01 Avoidance of False or Deceptive Statements
   - 5.02 Statements by Others
   - 5.03 Descriptions of Workshops and Non-Degree-Granting Educational Programs
   - 5.04 Media Presentations
   - 5.05 Testimonials
   - 5.06 In-Person Solicitation

6. **Record Keeping and Fees**
   - 6.01 Documentation of Professional and Scientific Work and Maintenance of Records
   - 6.02 Maintenance, Dissemination, and Disposal of Confidential Records of Professional and Scientific Work
   - 6.03 Withholding Records for Nonpayment
   - 6.04 Fees and Financial Arrangements
   - 6.05 Barter With Clients/Patients
   - 6.06 Accuracy in Reports to Payors and Funding Sources
   - 6.07 Referrals and Fees

7. **Education and Training**
   - 7.01 Design of Education and Training Programs
   - 7.02 Descriptions of Education and Training Programs
   - 7.03 Accuracy in Teaching
   - 7.04 Student Disclosure of Personal Information
   - 7.05 Mandatory Individual or Group Therapy
   - 7.06 Assessing Student and Supervisor Performance
   - 7.07 Sexual Relationships With Students and Supervisees

8. **Research and Publication**
   - 8.01 Institutional Approval
   - 8.02 Informed Consent to Research
   - 8.03 Informed Consent for Recording Voices and Images in Research

9. **Assessment**
   - 9.01 Bases for Assessments
   - 9.02 Use of Assessments
   - 9.03 Informed Consent in Assessments
   - 9.04 Release of Test Data
   - 9.05 Test Construction
   - 9.06 Interpreting Assessment Results
   - 9.07 Assessment by Unqualified Persons
   - 9.08 Obsolete Tests and Outdated Test Results
   - 9.09 Test Scoring and Interpretation Services
   - 9.10 Explaining Assessment Results
   - 9.11 Maintaining Test Security

10. **Therapy**
    - 10.01 Informed Consent to Therapy
    - 10.02 Therapy Involving Couples or Families
    - 10.03 Group Therapy
    - 10.04 Providing Therapy to Those Served by Others
    - 10.05 Sexual Intimacies With Current Therapy Clients/Patients
    - 10.06 Sexual Intimacies With Relatives or Significant Others of Current Therapy Clients/Patients
    - 10.07 Therapy With Former Sexual Partners
    - 10.08 Sexual Intimacies With Former Therapy Clients/Patients
    - 10.09 Interruption of Therapy
    - 10.10 Terminating Therapy

## Amendments to the 2002 "Ethical Principles of Psychologists and Code of Conduct" in 2010 and 2016

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