

## The ETHIC Model

The ETHIC model developed by Elaine Congress (1999) consists of five decision steps which incorporate considerations of relevant values and professional codes with a focus on consequences of alternative courses of action within a benefit/cost calculation that benefits those who are most vulnerable (see Figure 2.6).

**Figure 2.6 ▼ The ETHIC Model**

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| Step 1 | Examine relevant personal, societal, agency, client, and professional values.   |
| Step 2 | Think about what ethical standard of the NASW (Professional) <i>Code of Ethics</i> applies to the situation, as well as about relevant laws and case decisions. |
| Step 3 | Hypothesize about possible consequences of different decisions.   |
| Step 4 | Identify who will benefit and who will be harmed in view of social work's commitment to the most vulnerable.  |
| Step 5 | Consult with supervisor and colleagues about the most ethical choice.   |