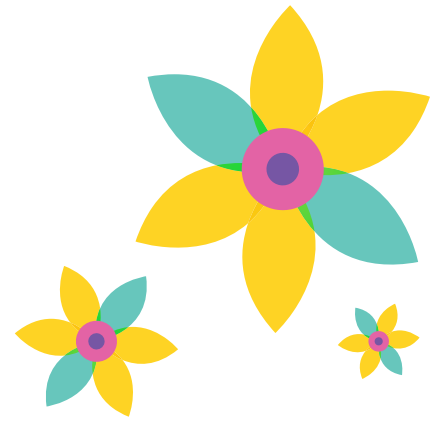




**Manitoba Advocate  
for Children and Youth**



## Ethical Frameworks

### Values for an Ethical Public Service

The following values have been taken from the Manitoba Government's Code of Conduct. The Code is founded on the values for an ethical public service, as described in Part 2, Section 4 of *The Public Service Act*. These values provide a common framework to guide the public service, including MACY employees, in serving the public in an ethical manner.

#### Respect for Others

Employees must treat others with respect, courtesy, and dignity, and value the diversity of their fellow employees and the public we serve by being open to the exchange of different perspectives and ideas. Employees should treat others equitably, with fairness and honesty, and remain committed to fostering workplaces free of disrespect, discrimination, and harassment, including sexual harassment and bullying.

#### Integrity

MACY employees must exhibit honesty, integrity, consistency, and impartiality while maintaining the highest standards of personal and professional conduct. Employees must not conduct themselves in a manner that would reflect poorly on MACY, the Manitoba government, or other employees. To ensure employees are acting in the public interest, they must resolve conflicts of interest in favour of the public interest, maintain confidentiality of information, handle sensitive information appropriately and discreetly, and conduct themselves in a non-partisan manner.

#### Accountability

Employees serve the needs, interests, and expectations of the people of Manitoba. Further to this, employees should demonstrate accountability and take responsibility for decisions and actions. It is also imperative that employees are fiscally responsible, and are careful stewards of public resources.

#### Skill and Dedication

To provide high-quality and prompt service, employees must give their best to meet performance standards and organizational requirements. Employees must be open to continual learning and innovation, and must promote excellence through reflection and by maintaining and improving their knowledge, skills, abilities, and competencies, as well as assist in enhancing those of their colleagues.

## **MACY'S Ethical Framework**

MACY's designated and reviewable services include a range of public social services designed to address the welfare and well-being of children, youth, and young adults in Manitoba. Due to MACY's connection to social services, MACY's framework for ethical decision making and behaviour has been adapted from the Canadian Association of Social Work's (CASW) Code of Ethics. MACY employees are to adhere to the following principles:

### **Value 1: Respecting the Dignity and Worth of All People**

- Respect the inherent dignity and worth of all people.
- Promote the self-determination and autonomy of all people.
- Uphold the human rights and fundamental freedoms of all people consistent with applicable rights and legislations.
- Respect the status, rights, diversity, and needs of First Nations, Métis, and Inuit Peoples.
- Uphold the rights of all people to receive services in a manner that considers intersecting factors of exclusion and respects all manner of diversity.
- Respecting the rights of service users to make decisions based on voluntary consent when possible.
- Uphold the rights of every person, group, and community to be free from violence or threat of violence.

### **Value 2: Promoting of Social Justice**

- Uphold the principals of social justice related to the rights of individuals, families, groups, organizations, and communities to receive fair and equitable access to services, resources, and opportunities and to be free of oppression, racism, and discrimination.
- Advocate for the rights of Indigenous Peoples to be free from racism, systemic racism, and discrimination as stipulated in the *United Declaration on the Rights of Indigenous Peoples* (UNDRIP).
- Advocate for the rights of all individuals, families, groups, and communities to be free from oppression, exclusion, racism, and discrimination.
- Advocate for the stewardship of natural resources and the protection of the environment for the common good of all people.

### **Value 3: Pursuing Truth and Reconciliation**

- Uphold the values and principals of truth and reconciliation.
- Acknowledge Indigenous worldviews in their practice.

### **Value 4: Valuing Human Relationships**

- Place the well-being and interests of all people at the centre of relationships.
- Continually develop self-awareness and practice self-reflection to guide practice.



### **Value 5: Preserving Integrity in Professional Practice**

- Act with integrity, being honest, responsible, trustworthy, and accountable.
- Maintain appropriate professional boundaries with service users.
- Be aware of potential conflicts of interest and avoid situations where personal interests may interfere with professional obligations.

### **Value 6: Maintaining Privacy and Confidentiality**

- Uphold the interests of service users, members of the public, and other professionals in developing and safeguarding the trust placed in the confidential relationship.
- Respect the right to confidentiality of the information shared and documented in a professional context.
- Be transparent about the limits of the confidentiality in professional practice.
- Only disclose confidential information with valid consent in accordance with applicable legislation or without consent when required by law or court order or allowed by legislation.
- Perceive privacy and confidentiality in the provision of electronic service delivery.

### **Value 7: Providing Competent Professional Service**

- Continuously develop professional knowledge and skill at the level required to provide competent professional services.
- Practice within level of competence and seek appropriate guidance when services required are beyond competence.
- Contribute to the knowledge base and advancement of knowledge in social services.

The Manitoba Collage of Social Work (MCSW) Code of Ethics can be found here:

[MCSW Code of Ethics](#)

The Canadian Association of Social Workers Code of Ethics can be found here: [CASW Code of Ethics](#)

### **Professional Registration Requirements**

Certain positions at MACY require employees to be registered with the Manitoba Collage of Social Work (MCSW) or another relevant professional body, where eligible. All MACY staff for whom social work registration is a required or preferred qualification must maintain good standing with the MCSW. Additionally, any employee who holds a Registered Social Worker (RSW) designation must remain in good standing with the MCSW, regardless of whether it is a requirement for their position. Employees eligible for registration with another relevant professional body must also maintain good standing with that organization.

