

DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE
Government of Guam
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POLICY AND PROCEDURES

CLIENT-STAFF RELATIONS

PURPOSE

To prohibit personal relationships between staff and clients and/or family members that may be counter productive and anti-therapeutic due to the unique relationship of trust between staff and client, which if violated, leaves the clients and/or family members in positions of vulnerability.

POLICY

All staff employed by the Department shall avoid situations, relationships, or commitments to clients and/or their families that conflict with the best interests of the client and/or families by adhering to the code of ethics adopted by the Department and this procedure.

PROCEDURE

1. Staff who have previous personal and/or social relations with client's of the Department shall not be assigned to primary therapy roles with client or the family members.
2. All interactions with clients within the Department or in community outings shall be in the context of the therapeutic relationship and have primary benefit to the client.
3. All interactions with clients and/or their families shall be documented in the client's clinical record.
4. Any staff member who has knowledge of personal/intimate relationships between staff and clients and/or family shall report that discovery to their immediate supervisor. Staff who fail to report such knowledge may also be subject to disciplinary action.
5. Staff members shall not enter into personal/intimate relationships with clients and/or their families while that client is receiving the services of the Department, nor for six (6) months following the termination of services by the Department.
6. Departmental employees who have outside private practices or consulting work will not be referred any patients from the

Department, nor can they solicit patients while they are employees of the Department.

APPROVED:

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