

# **The College of Psychologists of Ontario**

## **The Standards of Professional Conduct**

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# THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

## Standards of Professional Conduct

### DEFINITIONS

The College refers to the College of Psychologists of Ontario.

Member refers to an individual psychologist or psychological associate registered by the College of Psychologists of Ontario and who is engaged in the practice of psychology in Ontario.

The practice of psychology as defined in the Psychology Act (1991, 3.) is "the assessment of behavioral and mental conditions, the diagnosis of neuropsychological disorders and dysfunctions and psychotic, neurotic and personality disorders and dysfunctions and the prevention and treatment of behavioral and mental disorders and dysfunctions and the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning." (Psychology Act, 1991, - Scope of practice)

Psychological services refers to services of a psychological nature which are provided by or under the direction of a member. Psychological services include, but are not limited to, one or more of the following:

- a. Evaluation, diagnosis and assessment of individuals and groups.
- b. Interventions with individuals and groups.
- c. Consultation.
- d. Program development and evaluation.
- e. Supervision.
- f. Education and training.
- g. Research and scholarly activities.
- h. Administration of psychological services.

Clients are individuals and/or groups who receive psychological services. Individual clients refers to those users who are direct recipients of psychological services and includes parents, guardians and legal agents of individuals, families and groups who are the direct recipients of psychological services.

Corporate clients are those organizations, corporate, institutional or agency users who are the direct recipients, third party payers or sponsors of psychological services. In these Standards, clients and users are considered to be synonymous. §

**Standards of Professional Conduct  
PRINCIPLE 1**

*A member of the College shall be open and responsive to the regulation and discipline of the College.*

Without restricting the generality of the foregoing, the following interpretations are given:

1.1 It is the responsibility of each member to conduct himself/herself so that his/her activities and those of any persons he/she supervises in providing psychological services adhere to those statutes and regulations which are relevant to the provision of psychological services and the professional standards, policies and ethics adopted by the College.

1.2 A member shall provide, if requested by the governing professional body, an account of his/her responsibilities and functions and, when employed by an institution or by individuals other than members of the College, a description of the organizational and service context.

1.3 A member shall comply promptly with requests from the governing professional body for information regarding his/her activities.

1.4 A member shall adhere to any undertaking or agreement which the member has made with the College or the College's agents.

1.5 A member shall be familiar with and adhere to the legislation, regulations and standards which regulate the profession of psychology, to ethical codes and to other policy statements made by the College relevant to professional standards and practices as currently adopted or published by the College and to federal, provincial or other legislation relevant to the provision of psychological services.

1.6 A member shall participate fully in all mandatory aspects of the Quality Assurance Program of the College (September 1997). §

**Standards of Professional Conduct  
PRINCIPLE 2**

*A member of the College shall provide those services which are appropriate and adequate to the user's needs and which respect the confidential nature of the*

*professional relationship between the member and the client.*

Without restricting the generality of the foregoing, the following interpretations are given:

2.1 Psychological services offered to the public by a member or under the supervision of a member shall include sufficient personnel to maintain the quality of the services offered.

2.2 A member who supervises others engaged in the provision of psychological services shall ensure that the quality of services provided meets professional standards.

2.3 A member shall assume responsibility and accountability for the actions and services of those non-member providers of services under his/her supervision.

2.4 Where a member supervises non-members as employees or trainees in the provision of psychological services there shall be a clear assumption of professional responsibility and accountability and this role must be made clear to the client(s).

2.5 A member shall be responsible for planning, directing and reviewing the provision of any services presented to the public as psychological services.

2.6 Where a member participates in a partnership that includes non-members, each member must assume responsibility for the planning, supervision and the billing practices of the psychological component of the services offered by the partnership.

2.7 A member having agreed to assist a client shall render services and undertake those procedures appropriate to the user's needs.

2.8 Professional opinions rendered by a member shall be founded on adequate and appropriate information.

2.9 The professional opinion of a member shall be presented in a form which is likely to be understood by the recipient.

2.10 Members who perform interventions shall be trained in their application and be familiar with the reliability, validation, and related standardization or outcome studies of, and proper applications and uses of, the techniques they use.

2.11 Members who administer, score, interpret, or use assessment techniques shall be trained in their application and be familiar with the reliability, validation, and related

standardization or outcome studies of, and proper applications and uses of, the techniques they use.

2.12 Members of the College shall recognize limits to the certainty with which diagnoses, judgements, or predictions can be made about groups and individuals.

2.13 Members of the College shall attempt to identify situations in which particular interventions or assessment techniques or norms may not be applicable or may require adjustment in administration or interpretation because of factors such as gender, age, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

2.14 A member shall provide professional opinions and interventions in an objective and unbiased manner.

2.15 Where a member is offering services or directing the services of others within a sponsoring institution and where the most appropriate services to clients are not in accord with the expectations of the sponsoring institution, it is the supervising member's responsibility to seek a resolution openly of these differences with the administration so as to best respond to the client's needs.

2.16 A member shall seek to work with other professions in a cooperative manner for the good of the user and the benefit of the general public.

2.17 A member shall not enter into any business agreement for a lease of premises in which payment is based on a portion of fees invoiced for psychological services.

2.18 Under no circumstances should computer-generated assessment reports or statements be substituted for a member's professional opinion, assessment or report. A member who uses computer-generated interpretive statements in preparing psychological evaluations shall acknowledge the sources of such statements in a written citation that is formally included in the client report. Material taken verbatim from such computer-generated interpretations shall be formally quoted using an appropriate format.

2.19 A member shall be responsible for informing clients early in the professional relationship of the limits of confidentiality maintained by the member and any supervisee.

2.20 Information about an individual client when released in accordance with the provisions of the regulations shall be presented in a form which, in the judgement of the member, is clear and not likely to be misunderstood by the recipient.

2.21 A member employed in an interdisciplinary setting where a common filing system is used shall exercise appropriate care when placing information in a common file in order to ensure that his/her reports and recommendations are not misunderstood by members of other disciplines. In particular, working notes, test scores, personal information on clients or others not directly related to the presenting problem, or other provisional comments and questions that might, if misunderstood, be harmful to an individual client, shall not be entered in a common file. §

**Standards of Professional Conduct  
PRINCIPLE 3**

*A member of the College shall conduct himself/herself so that users will receive his/her most effective professional performance.*

Without restricting the generality of the foregoing, the following interpretations are given:

3.1 A member shall limit the provision of her/his psychological services to his/her demonstrated areas of professional competence. Users whose needs fall outside the domain of his/her competence shall be referred to, or assisted in finding, appropriate professional help.

3.2 A member shall be expected to maintain current knowledge of scientific and professional developments that are directly related to the services he/she renders.

3.3 A member who plans to change his/her designated area of practice shall:

- i) notify the College, and
- ii) demonstrate training, education, competencies and proficiencies in the new area as required by the College, and
- iii) undertake such training, education and supervision as required by the College, and
- iv) satisfy any other formal requirement set by the College.

3.4 A member shall be expected to maintain current knowledge of those Federal and Provincial statutes and other agency and professional regulations that relate to the delivery of psychological services or to the education and general welfare of the clients. §

**Standards of Professional Conduct**  
**PRINCIPLE 4**

*A member of the College shall not solicit users in ways that mislead prospective users, that disadvantage fellow members, or that discredit the profession of psychology.*

Without restricting the generality of the foregoing, the following interpretations are given:

- 4.1 (1) An advertisement with respect to a member's practice shall not contain:
- (a) anything that is false or misleading;
  - (b) claims of uniqueness or special advantage that are not supportable in terms of existing scientific evidence;
  - (c) any reference that holds the individual out to be a specialist;
  - (d) an endorsement by an organization other than one known to have expertise relevant to the subject matter of the endorsement;
  - (e) a testimonial by a client or former client or by a friend or relative of a client or former client, except when the advertisement is directed to an organization, firm, corporate entity or community, and the testimonial is by an organization, firm, corporate entity or community;
  - (f) a reference to a particular brand of equipment used to provide professional services that implies that the member is endorsing or recommending the use of the brand of equipment;
  - (g) any reference to the outcome of the member's involvement in the College Quality Assurance Program; or (December 1999)
  - (h) anything that discredits the profession of psychology.
- (2) An advertisement shall be readily comprehensible to the persons to whom it is directed.
- 4.2 A member shall not advertise or permit advertising with respect to the member's practice in contravention of the regulations.

4.3 Members shall not contact or communicate or cause or allow any person to contact or communicate with potential clients, either in person or by telephone, in an attempt to solicit business, unless the person or persons contacted represent an organization, firm, corporate entity or community which is the potential client.

4.4 A member shall not appear in, or permit the use of the member's name in, an advertisement that implies or could be reasonably interpreted to imply that the professional expertise of the member is relevant to the subject matter of the advertisement. This paragraph does not apply to scholarly reviews, to an advertisement of the member's own practice, or to an advertisement of a non-profit organization, provided the member receives no consideration for his or her appearance or the use of his or her name.

4.5 A member shall not permit, counsel or assist any person who is not a member of the College to promote or advertise himself or herself as either a psychologist or a psychological associate.

4.6 All public statements, announcements of services, advertising, and promotional activities dealing with the facilities and services of a member or of those supervised by a member shall conform to the regulations and standards of the College and to the policies and ethics adopted by the College.

4.7 In announcing or advertising the availability of psychological services or products, a member of the College does not display any affiliations with an organization or individual in a manner that falsely implies the sponsorship or certification of that organization. In particular and for example, members of the College shall not offer membership or fellowship in the Canadian Psychological Association, the Ontario Psychological Association, or other associations as evidence of qualification. They shall not name their employer or professional associations, unless the services are in fact to be provided by or under the responsible, direct supervision and continued control of such organizations or agencies.

4.8 A member shall not compensate or give anything of value to a representative of the press, radio, or television or other communication medium in anticipation of or in return for professional publicity in a news item. A paid advertisement shall be advertised as such unless it is apparent from the context that it is a paid advertisement.

4.9 A member who interprets either the science or the practice of psychology or psychological services to the general public accepts the obligation to present the material fairly and accurately.

4.10 Members accept the obligation to correct others who may represent the member's professional qualifications or associations with products or services in a manner incompatible with these standards.

4.11 A member shall not provide or offer to provide services to a client who is known or should be known to be receiving services of a related nature from another professional without the notification of the latter unless it is in the client's expressed interest not to make notification of the latter.

4.12 Individual diagnostic and therapeutic services shall be provided only in the context of a professional psychological relationship. When personal advice is given by means of public lectures or demonstrations, newspaper articles, radio or television programs, or similar media, the member shall utilize the most current relevant data and exercises the highest level of professional judgement. A member may refer listeners or readers to a community agency for assistance in obtaining a referral for psychological services, but may not name individual practitioners or offer their own services through the media. §

**Standards of Professional Conduct  
PRINCIPLE 5**

*A member of the College shall respect the user's right to know the nature of the services to be rendered.*

Without restricting the generality of the foregoing, the following interpretations are given:

5.1 A member shall seek an agreement with a user as early as possible in the relationship as to the general nature and extent of services to be rendered.

5.2 A member shall not claim the utility of a test, device or procedure other than that which can be supported as generally accepted professional opinion.

5.3 A member shall fulfil the terms of an agreement with a user. Services departing from the agreement must have the sanction of the user prior to their initiation.

5.4 If requested by a client, a member shall provide information as to the mandate, function and location of the College, and provide information on where the user can obtain the acts, statutes and regulations which govern the provision of psychological services and the codes of ethics and guidelines which have been adopted by the College.

5.5 To the extent advisable and not contraindicated, a member shall properly inform a person who has undergone a psychological assessment or his/her legal representative of the conclusions, opinions and advice issuing from the assessment within a reasonable time.

5.6 A member shall not represent directly, or by implication, any person to be a psychologist or a psychological associate unless recognized so by law. §

**Standards of Professional Conduct  
PRINCIPLE 6**

*A member of the College shall respect the user's right to know what fees and charges are to be levied, shall set reasonable fees and collect these with consideration for the welfare of the user.*

Without restricting the generality of the foregoing, the following interpretations are given:

6.1 A member shall seek an agreement with a user as early as possible in the relationship as to the method to be used in setting fees and other charges.

6.2 Fees shall not be levied on the basis of material benefits accruing to the user as the result of services rendered.

6.3 Fees shall be based on the amount of time spent in rendering services to the user and on the complexity of the services rendered.

6.4 A member shall not require the use of a credit card in payment for services.

6.5 A member may charge interest on an overdue account for services if the client is appropriately informed prior to charging interest as to the amount and method of calculating interest. The amount of time given for interest free payment should be guided by circumstances, and the rates of interest should be consistent with current professional practices.

6.6 A member shall not ask a client to prepay for services. However, a retainer may be held in trust if agreed by the client and the member. These trust funds shall only be applied to services rendered. §

**Standards of Professional Conduct**  
**PRINCIPLE 7**

*Members of the College shall ensure that their records and the records of those they supervise are protected and the privacy of the client is assured.*

Without restricting the generality of the foregoing, the following interpretations are given:

7.1 (1) A member shall, in relation to his or her psychological services, take all reasonable steps necessary to ensure that records are kept in accordance with the regulations and standards.

(2) Reasonable steps under subsection 1(1) shall include verification by the member, at reasonable intervals, that the records are kept in accordance with this principle.

(3) The following records are to be maintained: a record of equipment maintenance as prescribed in Section 2; a record of fees charged and received, as prescribed in Section 3; and, a record of services provided by the member to each client, as prescribed in Section 4.

(4) It is the member's responsibility to ensure that the information, as prescribed in Sections 2, 3 and 4, is complete and accessible; this regulation applies whether the record is kept in a single file or in several files and whether the record is housed at one location or at several locations.

7.2 A record of equipment maintenance shall be kept that sets out the servicing of equipment which, if malfunctioning, could cause physical harm to a client, when used to examine, treat, or render any service to clients.

7.3 A record of fees charged to and received from clients for the member's provision of service shall be recorded in such a manner that the following can be identified: the recipient, provider, date, nature, and unit fee of the service; the total charged; the payment received; and, the date and source of payment.

7.4 (1) A record related to the services provided by the member shall be kept:

(a) for each client who is an individual, couple and/or family and who has engaged the member to provide professional services, or

for whom such services have been authorized; and,

(b) for each client that is an organization, firm, corporate entity or community and that has engaged the professional services of the member.

(2) With respect to a client described in paragraph 7.4(1)(a), the record must include the following:

(a) The client's name(s), address(es) and (if available) telephone number(s), as well as any other identifying information needed to distinguish the client from other clients.

(b) The name, address and (if available) telephone number of a person to be contacted in an emergency.

(c) The name, address and (if available) telephone number of any referring agent.

(d) The date of every relevant and material contact between the member and the client.

(e) The date of every consultation, either given or received by the member, regarding service to the client. Such consultation includes authorized contacts with an agent of the client or with the client's family members and/or others in a significant relationship with the client.

(f) A description of any presenting problem and of any history relevant to the problem.

(g) Reasonable information about every relevant and material service activity related to the client that is carried out under the responsibility of the member, including: assessment procedures; resulting assessment findings; diagnoses; goals or plans of service developed; reviews of progress on the goals and/or of the continued relevance of the plan of service; activities related to crises or critical incidents; interventions carried out or advice given; and any other relevant and material contact with the client.

(h) Reasonable information about every relevant and material service activity that was commenced but not completed, including reasons for the noncompletion.

(i) Reasonable information about every controlled act, within the meaning of Section 4 of the

- Psychology Act, 1991 and subsection 27(2) of the Regulated Health Professions Act, 1991, performed by the member.
- (j) Reasonable information about every delegation by a member of a controlled act within the meaning of Section 4 of the Psychology Act, 1991 and subsection 27(2) of the Regulated Health Professions Act, 1991.
  - (k) All reports or correspondence about the client, received by the member, which are relevant and material to the member's service to the client.
  - (l) All reports or correspondence prepared by the member regarding the client.
  - (m) A copy of every written consent related to the member's service to the client.
  - (n) Reasonable information about every referral, by the member, of the client to another professional.
- (3) With respect to a client described in paragraph 7.4(1)(a), the information specified under subsection (2) shall be retained, unless otherwise required by law, for at least:
- (a) ten years following the client's last contact; or
  - (b) if the client was less than eighteen years of age at the time of his or her last contact, ten years following the day the client became or would have become eighteen.
- (4) With respect to a client described in paragraph 7.4(1)(b), the record shall include the following:
- (a) The name, address, and telephone number of the organization, firm, corporate entity, or community, and the name and position of the primary contact person.
  - (b) The name(s) and title(s) of the person(s) who can release confidential information about the organization, firm, corporate entity, or community.
  - (c) The date and nature of each service provided by the member to the client.
  - (d) A copy of all agreements and correspondence with the client.
- (e) A copy of each report that is prepared by the member about the client.
- (5) With respect to a client described in paragraph 7.4(1)(b), the information under subsection (4) shall be retained, unless otherwise required by law for at least ten years following the client's last contact. If the organization, firm, corporate entity, or community has been receiving service for more than ten years, information that is more than ten years old may be destroyed if the information is not relevant to services currently being provided to the client.
- (6) All information recorded and/or compiled shall be identifiable as belonging to a particular client.
- (7) All information recorded and/or compiled shall be dated and the identity of the person who made the entry must be identifiable.
- (8) The requirements of Section 4 notwithstanding, members are not required to keep personally identifiable information on persons receiving primary prevention, public education, group training, or group screening services.
- 7.5 (1) The following are acts of professional misconduct for the purposes of clause 51(1)(c) of the Health Professions Procedural Code:
- (a) Allowing any person to examine a client record or giving any information, copy or thing from a client record to any person except as required or allowed either by law or by this Section.
  - (b) Failing to provide within a reasonable time copies from a client record for which the member has primary responsibility, as required by this Section.
- (2) A member shall allow an individual or a personal representative, who is authorized by the individual, to examine his or her client record or obtain any information or copy from his or her client record, for which the member has primary responsibility, if:
- (a) the individual is 16 years or older and is determined or presumed to be mentally competent, or is under the age of 16 years and is determined to have the capacity to understand the information contained in the record;

- (b) confidential information about third parties has been removed from the information, copy or thing being accessed;
- (c) the release of any information or copy does not violate the Copyright Act; and
- (d) it is reasonably judged by the member that access to the information, copy or thing is not likely to have a substantial adverse effect on the physical, mental or emotional health of the individual or a third party.
- (3) An individual who gains access to any information, copy or thing from a client record is entitled to:
- (a) request correction in the record where the individual believes there is an error or omission;
- (b) require that a statement of disagreement be attached to the client record reflecting any correction that was requested but not made;
- (c) require that reasonable efforts be made to provide the notice of amendment or statement of disagreement to any person or organization to whom the information, copy or thing was disclosed within the year before the amendment was requested or the statement of disagreement was required.
- (4) With respect to a client described in paragraph 7.4 (1)(a), a member shall provide information or copies from a client record for which the member has primary responsibility to another person who is described in one of the following paragraphs, on written request, subject to the conditions of subsection 5(2):
- (a) If the client is dead, the client's legal representative.
- (b) If the client is 16 years or older and is determined not to be mentally competent to give authorization, or is under the age of 16 and is presumed or determined not to have the capacity to understand the information contained in the record,
- (i) a person appointed or designated under the Mental Incompetency Act or its successor, the Substitute Decisions Act, to give such authorization.
- (ii) the incapable person's spouse or partner.
- (iii) the incapable person's child.
- (iv) the incapable person's parent or, if the incapable person is less than sixteen years of age, a parent or other person who is lawfully entitled to gain access to the client record on his or her behalf.
- (v) the incapable person's brother or sister.
- (vi) any other relative of the incapable person.
- (c) Subject to subsection (d), only a person who is at least sixteen years of age and is capable with respect to understanding the information may gain access to the information contained in the client record on behalf of the incapable person.
- (d) A person who is less than sixteen years of age may gain access to the client record on behalf of his or her child if the person is capable with respect to the information.
- (e) If two or more persons who are referred to in different paragraphs of subsection (b) claim the authority to gain access to information, the claim of the person described in the earlier paragraph prevails.
- (5) A member may provide copies from a client record, for which the member has primary responsibility, to any individual authorized by a person to whom the member is required to provide copies under either subsection 5(2) or subsection 5(4).
- (6) A member may allow a person to access any information, copy or thing in a client record for which the member has primary responsibility, only if:
- (a) the person is an employee of, or professionally affiliated with, the same institution or project under which the member provides services, and has a need to know in order to perform his or her duties with respect to the client;
- (b) the access to the information, copy or thing is reasonably judged by the member to be in the best interests of the client;

- (7) A member may allow a person to examine a client record and/or may provide information or copies from a client record to a person if,
- (a) the person is performing a bona fide audit, review or inspection of the organization or project within which the member is providing services, provided that access to the record or information is needed for the duties, and provided that the performance of such duties does not entail removal of any confidential information with client identification unless such removal is required by law;
  - (b) the person is involved in research and/or academic pursuits, confidential information with client identification is not removed from the organization or project, and the member makes reasonable efforts to ensure that the person will not disclose the name of and/or any means of identifying the client and will not use or communicate the information in the client record for any purpose other than research or academic pursuits; or
  - (c) the use of the information or copies is in the public interest as determined either by the Minister of Health or by the Minister under whose jurisdiction the service was provided and anything that could identify the client is removed from the information or copies.

7.6 Where in this regulation a notation, report, record, order, entry, signature or transcription is required to be entered, prepared, made, written, kept or copied; and when the entering, preparing, making, writing, keeping or copying is done by electronic or optical means or combination thereof; the member shall ensure that the electronic or optical means referred to is so designed and operated that the notation, report, record, order, entry, signature or transcription is secure from loss, tampering, interference or unauthorized use or access.

- 7.7 (1) It is an act of professional misconduct for the purposes of clause 51(1)(c) of the Health Professionals Procedural Code for a member to fail to take reasonable steps, before resigning as a member, to ensure that for each client record for which the member has primary responsibility:
- (a) the record is transferred to another member whose identity is made known to the client, the institution or project under whose

auspices the services were provided, or to the College, as appropriate; or,

- (b) the client is notified that the member intends to resign and that the client can obtain copies of the client record.

7.8 Where a psychological service discontinues functioning, the responsible member shall make every attempt to ensure the preservation and security of each client record. The release of information from these client records shall only be undertaken in consultation with a member of the College.

7.9 A member shall provide within a reasonable time the original or raw results or data of a psychological assessment to a member or to a provider of psychological services in another jurisdiction when requested to do so by a client or the legal representative or guardian of a client. §

**Standards of Professional Conduct**  
**PRINCIPLE 8**

*A member of the College shall not seek special benefit or advantage from relations with a client.*

Without restricting the generality of the foregoing, the following interpretations are given.

8.1 A member shall not use or attempt to use information received from a client to directly or indirectly acquire advantage or material benefits.

8.2 A member shall not persuade or influence a client to make gifts or contributions to him/her or to institutions, organizations or charities in which he/she has a direct interest.

8.3 A member shall not accept a gift of more than token value.

8.4 A member shall not engage in a sexual relationship with a former client to whom the member has, within the previous two years, rendered assessment, counselling, psychotherapeutic or other professional services as described within psychology's scope of practice.

8.5 A member shall not use information obtained during the provision of psychological services and/or use a power relationship associated with the provision of psychological services to abuse or exploit either a client or former client. §

**Standards of Professional Conduct**  
**PRINCIPLE 9**

*A member of the College shall identify him/herself to the public as a member of the College of Psychologists of Ontario and indicate his/her services in a clear and consistent manner.*

Without restricting the generality of the foregoing, the following interpretations are given:

9.1 The member shall adhere to the following requirements when representing himself/herself to the public as a member of the College, when describing his/her practice or when he/she is named in a group or multidisciplinary practice;

- (1) The name of the member and the title Psychologist or Psychological Associate (or their abbreviations; C.Psych. or C.Psych.Assoc.) shall be clearly indicated.
- (2) The highest academic degree upon which registration is based shall immediately precede the professional title; where the member has been registered as a Psychologist on the basis of a doctoral degree, the prefix Doctor or its abbreviation Dr. may be used, but not both degree and prefix shall be employed.
- (3) Other degrees or professional titles, such as MBA, P.ENG., may be specified when the area of study is relevant to the member's psychological practice, but the area of study must be specified unless readily apparent.
- (4) A member who has obtained Diplomate status with the American Board of Professional Psychology may indicate her/his status in a manner as required by ABPP immediately after reference to his/her title.
- (5) "Member of the College of Psychologists of Ontario" may be used by members.
- (6) The titles Psychologist and Psychological Associate should be listed without a modifier which suggests a specialty. "Practice in", "Practice restricted to" or other introductions to the modification of the area of psychological service are acceptable.

**ILLUSTRATIONS**

Principle 9.1(1) and 9.1(2) appropriate listings :

Jane Doe, Ph.D., C.Psych.

Jane Doe, Ed.D., Psychologist

Dr. J. Doe, Psychologist

Dr. John Doe, C.Psych.

Joan J. Smith, M.A., C.Psych.Assoc.

Mr. J. Smith, M.Ed., Psychological Associate

Frank Brown, M.A., C.Psych.Assoc.(Supervised Practice)

Principle 9.1(3) appropriate listings:

J. Juniper, LL.B., Ph.D., C.Psych.

Beth Smith, P.Eng., M.A., Psychological Associate

R. Dylan, MBA, Ed.D., Psychologist

John Smith, Ph.D.(Special Education), M.Ed., C.Psych.Assoc.

Principle 9.1(4) appropriate listings:

Jane Doe, Ph.D., C.Psych.

Diplomate in Clinical Neuropsychology

American Board of Professional Psychology

Dr. J. Doe, Psychologist

Diplomate in Clinical Psychology

American Board of Professional Psychology

Principle 9.1(5) appropriate listings:

R. Dylan, MBA, Ed.D., Psychologist

Member of the College of Psychologists of Ontario

Mr. J. Smith, M.Ed., Psychological Associate

Member of the College of Psychologists of Ontario

Principle 9.1(6) appropriate listings:

Dr. J. Doe, Psychologist, Practice in Clinical Psychology

Dr. John Doe, C.Psych., Consultant in School Psychology

Mr. J. Smith, M.A., C.Psych.Assoc., Practice Limited to Children's Neuropsychology §

**Standards of Professional Conduct  
PRINCIPLE 10**

*This Standard, related to Delegation of the Controlled Act of Communicating a Diagnosis, is no longer applicable.*

**Standards of Professional Conduct  
PRINCIPLE 11  
(December 1999)**

*A member of the College will abstain from sexual harassment in any professional context.*

Without restricting the generality of the foregoing, the following interpretations are given:

1. This standard applies to all members in their interactions within a professional context, and includes but is not limited to clients, students, supervisees, employees, colleagues, assistants, and research participants.
2. Sexual harassment includes any or all of the following:
  - (i) The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses include explicit or implicit threats of reprisal for noncompliance or promises or reward for compliance.
  - (ii) Engaging in deliberate and/or repeated unsolicited sexually oriented comments, anecdotes, gestures, or touching, if such behaviours are offensive and unwelcome, or create an offensive, hostile or intimidating professional environment.
  - (iii) Engaging in physical or verbal conduct of a sexual nature when such conduct might reasonably be expected to cause harm, insecurity, discomfort, offence or humiliation to another person or group.