

TRY IT AT *Work*

A resource to reflect on Standard V:
Professional Boundaries, Dual Relationships
and Conflicts of Interest



Reflection Exercise: Are you currently managing a dual relationship?

The *Code of Ethics and Standards of Practice* defines a dual relationship as occurring “whenever RECEs, in addition to their professional relationship, have one or more other relationships with a child under their professional supervision, the child’s family, a colleague or a supervisee” (Standard V: B.5).

Here are three common types of dual relationships, all of which may overlap:

- **Familial:** When an RECE has a family relationship with someone in its workplace (i.e. their child attends the program, their sister is a colleague or their nephew is a placement student).
- **Business:** When an RECE exchanges money or services with a child’s family member, a colleague or supervisee. For example, providing care after work hours.
- **Personal:** When an RECE has a friendship or romantic relationship with a child’s family member, a colleague or supervisee outside of the workplace.

The following reflection questions have been adapted from the [Practice Guideline: Dual Relationships](#). These questions are designed to support you in identifying, evaluating and managing a current dual relationship.



Take Action!

1. Identify Facts

- **Who** is involved?
- **What** type of dual relationship are you currently in?
- **When** did the relationship begin?
- **Where** is it taking place?
- **What** factors led to its development?
- **How** are others being impacted?

2. Use Your Professional Judgment

- How are you using the *Code of Ethics and Standards of Practice*, your knowledge, experience and reflective practice in your decision-making about this dual relationship?
- Do you feel that your professional judgment has, or had, the potential to become impaired? Are you putting the best interest of children and families first?

3. Communicate and Document

- How have you communicated with others (i.e. employer, colleagues, families) about this dual relationship?
- What policies and potential risks have been considered and discussed with others?
- How have you documented the steps taken in managing your dual relationship?

4. Monitor

- Are you using good professional judgment to assess and re-assess the potential risks of this dual relationship?
- **Do you need to end this relationship?** Yes, you do, if it could lead to:
 - An impairment of your professional judgment
 - A risk of harm to children
 - A boundary violation
 - A conflict of interest
- Consider demonstrating leadership by supporting the enhancement or development of policies that may help you and your colleagues to identify, evaluate and manage dual relationships.