

A case of **INTEGRITY:**
When colleague complains against
colleague

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"TRUTH WILL PREVAIL"



The **Czech-Moravian Psychological Association** (since 1927) is registered as a voluntary civic organization.

It associates psychologists of the Czech Republic on the principle of choice.

It besides other watches over the application of ethical principles in psychological practice.

There are about 640 members of the Association.

The exact number of all psychologists in CZ is not known – it is appr. 1500.

CZECH REPUBLIC (Česká republika)

Area: 78,866 square kilometers

Population: 10,513,000 inhabitants

Density of population: 134 inhabitants per square kilometer

Capital: Prague (1.28 million inhabitants)

Administrative language: Czech

Political system: Parliamentary democracy



THE HISTORY OF THE PRESENT ETHICAL COMMITTEE OF CZECH-MORAVIAN PSYCHOLOGICAL ASSOCIATION		
2011	Statutes of the EC Rules of Procedures of the EC	
	Complaints and Suggestions	Handed on or stopped due to non- communication
2012	10	1
2013	4	1
2014	6	
2015	15	2
2016	20	5
2017	Ethical Code (Code of Conduct)	

We were lucky that we could lean on the book *Ethics for European psychologists* (Lindsay, Koene et al., 2008, Czech translation 2010). The stance of our Rules of Procedures is from the beginning based on both **transparent and confidential dialogue with professionals and the public**: *“Ethical Committee welcome the suggestions and is open to complaints as to potential resources of development and of improving quality of the profession of psychology including increasing ethical awareness of members of the Association and other professionals and the public.”*

THE CONTEXT OF THE COMPLAINT



Unsuccessful candidates **asked media for the investigation.**



Two organizational psychologists assessed the candidates for important positions in the Ministry.

They determined candidates' future without getting them know anything concerning procedure and reasoning of the results.

When there was complaint against them they defended by differentiating clients as "first and second order" ones.

These two organizational psychologists were replaced by a clinical psychologist who then complained about their procedure to our Ethical Committee.



School Boys Quarreling. William Sidney Mount Picture (1830)

COMPLAINT PROCESSING

Procedure was standard:

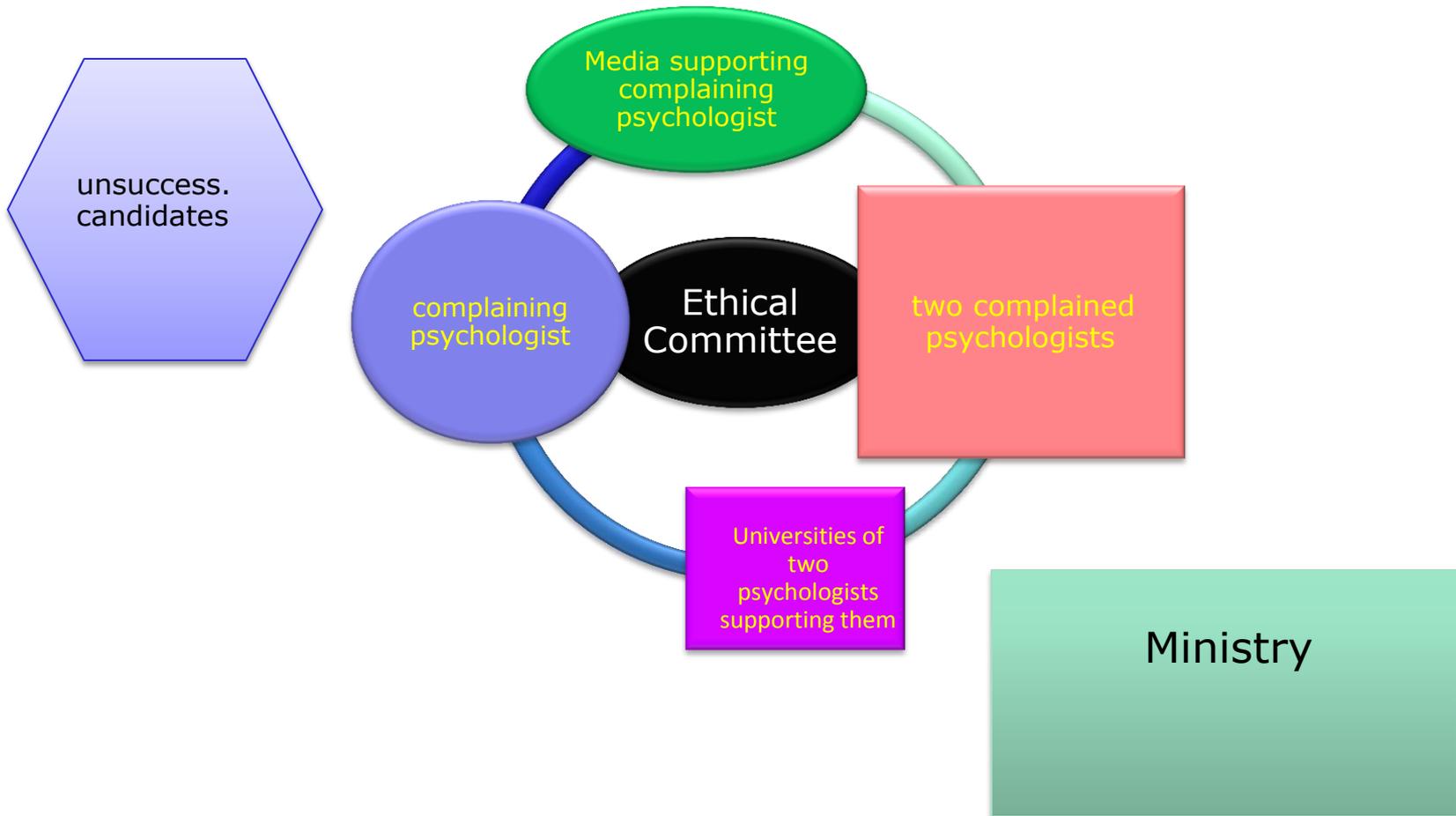
To inform the two psychologists about the complaint, put questions, create preliminary standpoint, ask questions again and then create final standpoint of Ethical Committee and pass the standpoint on to the Council of the Association.

THE FINAL STANDPOINT OF EC

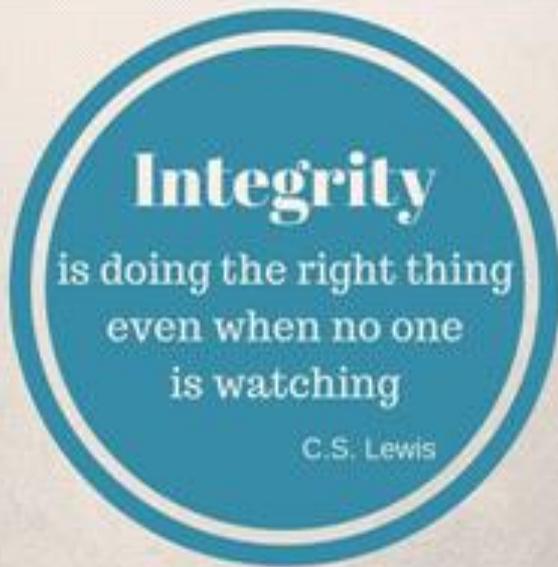
The procedure of assessment is considered to be problematic. There is unclarity concerning contract (including no written consent) and none possibility to control the results and reasoning of the assessment.

THE POWER FIELD

Procedure was standard but **the reaction** of organizational psychologists during processing the complaint was non-standard, **totally unethical**, using different ways of power toward clinical psychologist who complained and toward the EC.



WHAT DOES INTEGRITY MEAN?



The most striking impression of the whole complaint was the inability of psychologists to **maintain their fidelity to professional values while being confronted with the complaint.**

(Professional) integrity can be understood as a virtue based on **fidelity to the inner (professional) values** (self-directedness) and on **assurance** that **can be relied on** the integrity holder's **words** (loosely by Eriksen, A. *Etikk i praksis. Nord J Appl Ethics*, 2015, 9/ 2, 3–17).

It is the **foundation of trust**. In other words it is congruence between declared and enacted.

WHAT WE HAVE LEARNED

for the Rules of Procedure and Code of Conduct

We included Appendix 4 from the *Ethics for European psychologists* (= When confronted with a Complaint).

We emphasized the role of the **multilateral contract field** including informed consent.

We stopped to differentiate “first and second order client” (see § 3.1.3 iii in the Meta-Code of Ethics) in favor of the **equality of multi parties** and the negotiation of **their responsibilities in multilateral contract**.

THANK YOU!

