



CEU COMPANION · EP 48 · WORKSHEET

ETHICAL DECISION-MAKING & CONFLICT-OF-INTEREST WORKSHEET

From the CEU “Beyond Driver’s Ed Ethics: Conflicts of Interest, Billable-Hour Incentives, and Ethical Decision-Making in Practice” · Instructors: Jon S. Bailey, PhD, BCBA-D; Zachary A. Stevens, MS, BCBA; Sean Yocum, MA, BCBA, LBA; Michael Carrero, BCBA, LBA

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RAD N BAD RULE

Ethics is more than code compliance. Scan for conflicts of interest and line up your contingencies with client outcomes.

HOW TO USE THIS: Ethics happens long before a complaint is filed. Work through a real dilemma (no identifying details) step by step.

1. DESCRIBE THE DILEMMA

- ☐ What decision has to be made?
- ☐ Who's affected (client, family, staff, organization)?
- ☐ What would happen if you did nothing?

2. CODE AND CONTEXT

- ☐ Which Ethics Code standards apply?
- ☐ Which core principles are in tension? (benefit others; compassion, dignity, and respect; integrity; competence)
- ☐ Relevant laws, funder rules, and organizational policies

3. CONFLICT-OF-INTEREST SCAN

- ☐ Is my pay, bonus, or productivity metric tied to this decision?
- ☐ Is my organization's revenue tied to this decision?
- ☐ Personal relationships or other interests involved?
- ☐ If yes: disclose, get consultation, and document how client interest stays primary

4. OPTIONS

Option	Benefit to client	Risks	Fits code and context?
A			
B			

C			
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5. ACT AND REVIEW

- ☐ Consult a trusted colleague or an ethics resource
- ☐ Choose, act, and document the rationale
- ☐ Follow up: did the client benefit?

ALIGN CONTINGENCIES WITH OUTCOMES

- ☐ Measure functional skills the family identified
- ☐ Recognize clinicians for outcomes, not hours
- ☐ Separate clinical recommendations from compensation

THE RECEIPTS · REFERENCES

- Bailey, J. S., & Burch, M. R. (2022). *Ethics for behavior analysts* (4th ed.). Routledge. <https://doi.org/10.4324/9781003198550>
- Behavior Analyst Certification Board. (2020). *Ethics code for behavior analysts*.
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- Brodhead, M. T., & Higbee, T. S. (2012). Teaching and maintaining ethical behavior in a professional organization. *Behavior Analysis in Practice*, 5(2), 82–88. <https://doi.org/10.1007/bf03391827>
- Rosenberg, N. E., & Schwartz, I. S. (2019). Guidance or compliance: What makes an ethical behavior analyst? *Behavior Analysis in Practice*, 12(2), 473–482. <https://doi.org/10.1007/s40617-018-00287-5>
- Stevens, Z. A., Bailey, J. S., & Burch, M. R. (2026). *The ethical behavior analyst*. Routledge.
<https://doi.org/10.4324/9781003601197>

DISCLOSURES

Sean Yocum owns Hickory Learning Group (HLG), the CE provider for this event. Sean Yocum is also affiliated with Homestead, Hi Rasmus, and Rad N Bad Behavior Consultants; Michael Carrero is a co-host of the Rad N Bad podcast and co-instructor. Guests Dr. Jon Bailey, BCBA-D, and Zack Stevens, BCBA, are authors, with Dr. Mary R. Burch, of *The Ethical Behavior Analyst* (Stevens, Z. A., Bailey, J. S., & Burch, M. R. (2026). *The ethical behavior analyst*. Routledge. <https://doi.org/10.4324/9781003601197>), which is commercially available; they receive royalties from its sale. The book is discussed in this episode. Instructors Sean Yocum, MA, BCBA, LBA, and Michael Carrero, BCBA, LBA, and Hickory Learning Group have no financial interest in the book. Dr. Bailey founded the ABA Ethics Hotline, Zack Stevens joined the hotline's board, and Zack Stevens owns Practical Behavior Analysis, LLC, an ABA services company; the hotline and the company are both mentioned in the episode.

Hickory Learning Group sells the Rad N Bad “Let’s Get Ethical” t-shirt mentioned in the episode, so HLG has a financial interest in it. The shirt is not part of the instructional content, and buying it is not required.

The closing segment where the guests say where to find them and the book (about 83:46–86:04 in the published episode) and the hosts’ mention of the “Let’s Get Ethical” t-shirt (about 86:04–86:31) are promotional reads; promotional reads are not counted as instructional time.

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This handout supports the asynchronous CE event and does not replace clinical judgment, the BACB Ethics Code for Behavior Analysts, or applicable laws and funder requirements. It contains no client-identifying information.