

# The Provider Insider

Rehabilitative Services & Vocational Placement, Inc.

Volume 2, Issue 1

October 2008



*The Professional Difference  
for over 25 Years.*

## Welcome to the Fall 2008 edition of the RSVP, Inc. newsletter!

Hello all! It is hard to believe that 2008 is nearly over. This has been a busy year and we have lots of information to share about our staff, our accomplishments, our involvement in community activities, as well as information about other important topics and upcoming events.

We appreciate the opportunity to serve you and look forward to continuing our creative and collaborative efforts to assist persons with disabilities to reach their fullest vocational potential in order to achieve greater independence and enhance the quality of their lives, even as we navigate the current budget challenges facing the Commonwealth of Virginia. Thank you for your ongoing support and consideration!

Best regards,

Sharon Barton, MS, CRC, CRP, WISA  
Manager of Supported Employment Services

## Rappahannock United Way 2007 Volunteer Group of the Year

RSVP, Inc. has been a Medicaid Waiver provider since 1999 and has operated an enclave (since 1999) and a Prevocational group (since 2002) in the Fredericksburg area. We would like to take this opportunity to congratulate our Prevocational group members for their accomplished activities in the community:

In June 2007 the RSVP, Inc. Prevocational group was recognized as the Best Volunteer Group of the year by the Rappahannock United Way for their work at the Thurman Brisben Center. This was a great surprise, and the consumers eagerly accepted a certificate of recognition at a presentation that was photographed and posted on the United Way website.

In May 2008 the group attended a "Living United" event where they interacted with other United Way volunteers, shared snacks, and had their pictures taken for an advertising campaign for the Rappahannock United Way. This was a great experience for them and one they really enjoyed.

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Photos courtesy of the Rappahannock United Way.

## CARF Accreditation:



*"... The examples of individuals sustaining employment for over five years and, in the case of an enclave placement, over nine years, can be attributed to the commitment of the job developers to the persons served."*

RSVP, Inc. enjoyed a two-day CARF survey in November 2007 and learned in mid-January we were awarded a three year CARF Accreditation for the following services: Employment Services: Community Employment Services: Job Development, Job Supports, and Job Site Training; Employment Services: Employee Development Services; and Employment Services: Employment Planning Services.

A three-year accreditation is awarded to rehabilitation facilities who demonstrate substantial conformance to CARF standards and whose services are designed and operated to benefit the persons served. RSVP, Inc. received **NO** program recommendations, and also received **two** exemplary ratings in conformance to the standards, an outstanding achievement for organizations surveyed by CARF, in recognition of our efforts in "working on behalf of the persons served to negotiate relevant benefits to offset the cost of transportation".

Also, one surveyor commented, "The marketing and success of persons served in attaining and sustaining employment are exemplary. The examples of individuals sustaining employment for over five years and, in the case of an enclave placement, over nine years, can be attributed to the commitment of the job developers to the persons served." A special thank you to all RSVP, Inc. staff, community employer partners, and DRS and CSB staff for working with us to accomplish this high level of achievement!

## Notable News:

- Sharon Barton, SE Manager, and Sharon Bunger, General Manager, have successfully completed the Work Incentives Specialist Advocate Training program and have been certified as Work Incentives Specialist Advocates (WISA) to assist individuals with using SSA Work Incentives. Sharon Bunger was named "Valedictorian" of the inaugural WISA training class for her knowledge and skills in this area.
- A review of the completed and returned satisfaction surveys given to our consumers and the DRS Counselors with whom we work throughout the state revealed a high satisfaction level with the services we provide. We are proud of this accomplishment and want this to continue! We always welcome your feedback on how we can improve our services to you and are willing to explore new ideas and opportunities to meet your case needs. Once again, we will soon be e-mailing satisfaction surveys to all DRS Counselors with whom we work. Please take a few minutes to assist us in this process. We thank you in advance for your cooperation.
- Sharon Barton, SE Manager, will serve as President and Veronica van Harn, Employment Specialist, will serve a second three-year term as a Board Member for the Virginia Rehabilitation Counseling Association in 2009.
- Sharon Bunger, General Manager, was appointed for a 3 year term to serve as a Board Member of the Hanover County Community Services Board by the Hanover County Board of Supervisors.
- RSVP, Inc. is part of The Capital Project, a partnership of community agencies providing medical case management, employment services, and social security advocacy for TANF recipients. DSS, DRS, RBHA, Goodwill, and RSVP, Inc. are the community partners.

## Shared Successes:

**Abigail Alabanza:** From day one, Abby was motivated to find a good job and was willing to work with her Job Coach, Katie Hachmann. Together, they applied for several positions, and she was able to obtain a job offer from M.T. Sorrell. Monica at M.T. Sorrell was very supportive of Abigail and accommodated her position to make it a perfect fit. Abigail works as an Office Assistant and performs tasks such as creating folders for documents, filing, answering the telephone and transferring calls, taking and delivering messages, and completing other projects as assigned by her employer. Abby likes her job and has been employed for over six months. She works the schedule her employer sets, arrives on time, completes the tasks set by her employer and has taken on assignments without the employer asking her to do so. Abby has made great progress over these six months and been given five more hours a week as a result of her hard work. Abby was recently awarded an Employee Award at this year's DADEN breakfast. Excellent job, Abby! Keep up the good work!



**Wanda Alspaugh:** Friendly, reliable, punctual... These are perfect words to describe Wanda Alspaugh, and they are qualities every employer wants in a worker. Wanda began working at Burger King at the end of August. She quickly mastered her job tasks, and management couldn't be happier with her productivity and customer service. Wanda maintains the appearance of the restaurant and assists customers with a smile, making the dining experience rewarding. RSVP, Inc. is very fortunate to work with people like Wanda and managers like hers who help to make the Supported Employment process a collaborative success.

**Felicia Bundick:** Since May of 2008 Felicia Bundick has been employed as a Cashier at Target in the Libbie Place Shopping Center in Richmond, Virginia. Felicia came to RSVP, Inc. after having completed her Associate's Degree from John Tyler Community College and she did not have much work experience. Felicia worked very hard during her job search, followed-up on all appropriate job leads, participated in Job Club at DRS, and worked closely with her Job Coach, Veronica van Harn, to locate a good job. She expressed a real interest in working at Target, interviewed well, and landed a job offer. She has worked hard to learn her job. She has been successfully employed for almost six months! Good job, Felicia, on all of your accomplishments!



## Shared Successes continued:

**Jayne Gayles:** Jayne was referred to the RSVP Work Adjustment Training (WAT) program as part of a grant from the State Department of Social Services and a collaborative effort with several local Department of Social Services agencies and DRS. Jayne successfully completed the RSVP WAT program with a 100 % rate of attendance. Although she did not achieve employment while attending the group program like several of the other group members, Jayne did not become discouraged and worked diligently with her Employment Specialist, Crystal Lowery, during the Job Development process. Jayne recently obtained a job offer with Our Lady of Hope as a Dietary Aide and couldn't be happier. DRS is providing the support for Job Site Training while Jayne learns and adjusts to the new job. Jayne will soon move into Follow-Along under the DSS grant. Jayne's success is a fine example of how numerous community partners can join together to achieve great outcomes!



**Michael Phipps:** Michael started working with Job Coach Katie Hachmann of RSVP, Inc. after graduating from his program at Woodrow Wilson Rehabilitation Center and returning to his rural home. He had never worked before and needed a job within a short distance from his home during hours when he would have transportation to/from work. Job development services began, and a job opportunity was located with Fairy Stone State Park. Michael was soon hired as a Maintenance Ranger and worked hard to learn his job. Michael has been employed for over one year, received a "Focus of Excellence Award for Customer Service" and also was selected to receive an "Outstanding Employee Award" at this year's MADEN awards breakfast (see Community Collaborations section of this newsletter). With some training assistance from his Job Coach, Michael also studied for, practiced, and obtained his driver's license, purchased his own car, and is now driving himself to/from work. Way to go, Michael! We are proud of you!

## Participating Partners:

October is National Disability Employment Awareness Month and RSVP, Inc. took part by recognizing employers around the state who have partnered with us to fulfill our mission of helping our consumers to realize their employment potential, increase their independence, and enhance the quality of their lives. This year, RSVP, Inc. worked with many deserving community employers, but seven employers demonstrated a true spirit of collaboration and partnership, and in the process, helped our consumers to thrive at work. RSVP, Inc. Supported Employment staff nominated these employers and an appreciation plaque was presented to each (see photos on pages 5-6).

Each of the managers and supervisors of the businesses listed below have consistently hired and accommodated the needs of our consumers. They have offered unending support and have promptly communicated any issues with our staff. These individuals have also been open to allowing us to conduct Situational Assessments on their work sites in order to help individuals to learn about different jobs in the community and make good decisions about the type of work they want to pursue. Whenever a consumer is hired, the Employment Specialist is always made to feel welcome and part of the team.

Please join us in thanking these supervisors, managers, and employers for a job well done, and be sure to show your support by frequenting their businesses!

## Employer Recognition:



**Imperial Plaza – Magnolia Dining Room**  
1717 Bellevue Avenue  
Richmond, VA

Pictured: Russell Roach (Executive Chef), Darlene Harget (Dining Room Manager), Veronica van Harn (Employment Specialist), Doug Lantau (Director of Dining Services)



**Captain Tom's Seafood Restaurant**  
2615 Greensboro Road  
Martinsville, VA

Pictured: Rose Siler (General Manager), Charles Davis, and the Staff of Captain Tom's



**Big Lots**  
2000 Plank Road  
Fredericksburg, VA

Pictured: Kristine Smizer (Employment Specialist), Jerry Bennett (Store Manager)



**Sodexo at Liberty University**  
Hangar Food Court  
Lynchburg, VA

Pictured: Dena Davis (Employment Specialist), David Osbourne (Manager)

## Employer Recognition continued:



**Carlos O'Kelly's**  
2860 Jefferson Davis Highway  
Stafford, VA

Pictured: Lindsey Mason, Tracey Powers (General Manager), Kristine Smizer (Employment Specialist)



**Wal-Mart**  
550 Old Franklin Turnpike  
Rocky Mount, VA  
Special Thanks to Store Manager John Watz

Pictured: Susan Farris (Personnel Manager), Katie Hachmann (Employment Specialist)



**Wyndham Virginia Crossings**  
Hotel and Conference Center  
1000 Virginia Center Parkway  
Glen Allen, VA

Pictured: Kenneth Johnson, Marjorie Sferra (Director of HR), Aaron Nichols, Ivan Coleman (Executive Chef)

Aaron Nichols and Kenny Johnson are true champions in the world of work! They are both long term employees of Virginia Crossings Resort, which has been recognized as a past Regional Business Champion Award recipient. Aaron's success story was featured in the 2007 State Rehabilitation Council Annual Report. Aaron and Kenny were hired by Virginia Crossings with the supported employment assistance of RSVP. One of the two exemplary ratings received during our recent CARF survey was directly related to Aaron's and Kenny's long-term success. RSVP, Inc. recently recognized Virginia Crossings for their contributions in employing the people we serve.

## Community Collaborations:

RSVP, Inc. Supported Employment staff have recently attended and participated in several significant events around the state in support of National Disability Employment Awareness Month.

**DVBI:** On October 17, 2008 the Virginia Rehabilitation Center for the Blind and Vision Impaired celebrated the grand opening of its new \$3.5 million dollar student dormitory with a ribbon cutting ceremony. The event featured opening remarks by Melody Lindsey, Director for the Virginia Rehabilitation Center for the Blind and Vision Impaired; Delegate Joe Morrissey, Dr. Rick Schroeder, Raymond Hopkins (Commissioner), and Liza Bruce (Chairman of the Board for the Vision Impaired) and others were in attendance. The rain threatened to dampen the spirit of the occasion but those in attendance helped to



celebrate this remarkable new facility. The dormitory hosts 14 suites, each consisting of two private rooms and one shared bathroom and another six independent living apartments that include cooking and living areas. There are opportunities within this living facility for all students to learn and practice the skills required to live independently. There are also laundry facilities, a recreation area, residential staff and an on-site health education department. The Center will serve 25-30

students at a time from all over the Commonwealth of Virginia, ages 14-90. Training will include the personal adjustment to blindness curriculum areas such as: Braille, personal home management, computers, recreational activities, orientation and mobility, independent health management, adult basic education, and work evaluation. For more information, please refer to <http://www.vrcbvi.gov>. Veronica van Harn and Debi Angilletta attended this event for RSVP, Inc and enjoyed their experience!



**RANE:** Dena Davis and Sharon Barton attended the Champions of Disability Employment Disability Awareness Month Employer Recognition Luncheon at the Kirkley Hotel in Lynchburg, Virginia on October 22, 2008. This event was sponsored by The Region 2000 Area Network for Employment (RANE) and the Department of Rehabilitative Services (DRS). The program included a welcome and introduction by Deborah Alfors, RANE member, a presentation by Heather Hodge, Charlottesville / Lynchburg Navigator and Sinclair Hubbard, Harrisonburg Navigator on "The Disability Navigator Program in

Virginia", and an awards ceremony emceed by LJ Crabtree and Dell Hughes. Awards were presented to consumers, employers, and community partners. Hearty congratulations go out to all awards recipients including: Darin Boykins, Reagan Hudson, Donald Burlley, Sodexo, Adecco, K&C Rebar, Timken, Goodwill, Ryan Roswell at Gateway, and Generation Solutions. Thank you to RANE members for putting this program together.

## Community Collaborations continued:

**MADEN:** On October 23, 2008, the Martinsville Area Disabilities Employment Network (MADEN) hosted the Consumer and Employer Champions Breakfast at the Virginia Museum of Natural History. James Thomas, Chairperson of MADEN, offered a welcome and invocation and special remarks were made by Commissioner Jim Rothrock's mother, Ruth Rothrock. Marcia Cook, DRS Counselor in the Martinsville field office, was presented with a Lifetime Achievement Award. Congratulations to Marcia and kudos on a job well done!



The guest speaker was Mr. Jared Weiland, a motivational speaker and jewelry designer. Jared has an interesting story to tell, one of overcoming life altering events, endurance, disability awareness, and gratitude. If you are interested in having him speak at an event, please see his website: [www.jaredweiland.com](http://www.jaredweiland.com).

Awards were presented to the following recipients:  
Consumer Advocate Award: Andrea Reynolds,

Employee of West Piedmont Aids Task Force;  
Outstanding Employee Awards: Brad Harris, Employee of Virginia Museum of Natural History; Regina Andrews, Employee of Memorial Hospital of M&HC; Michael Phipps, Employee of Fairy Stone State Park; Sherry Stone, Employee of Patrick Henry Correctional Unit #28; and Eric Jones, Employee of Shively Electrical Company; Outstanding Employer Awards: "Above and Beyond Award": Memorial Hospital of Martinsville and Henry County; "Alumni Award": GSI Commerce; "Coaches' Award": Fairy Stone State Park; "Small Business Award": Akers Bookkeeping & Tax Service; "UWE/OJT Award": Tender Years Adult Daycare. Katie Hachmann, Amanda Howard, and Sharon Barton attended this event for RSVP, Inc. and would like to take this opportunity to congratulate all of the award recipients. We are especially proud of Michael Phipps for his accomplishments in his job and thank Bessie Weber of Fairy Stone State Park for her ongoing support and collaboration. Thanks also to the members of MADEN who organized this event.



**DADEN:** The Danville Area Disabilities Employment Network (DADEN) hosted an Awards Breakfast on October 24, 2008 at the Stratford Conference Center in Danville, and Katie Hachmann and Amanda Howard represented RSVP, Inc. This was a wonderful opportunity to honor employers, consumers, and individuals in the community who have had an impact on the hiring of persons with disabilities. Award recipients were as follows: Employer Award: Biscuitville; Humanitarian Award: Gary Uitto; Contributor Awards: Sunshine Mills and Sherwood Packaging; and Employee Awards: Abigail Alabanza, Ryan Shelton, Jeremy Stratton, and Dawn Knowls. We appreciate Amy Cook of Biscuitville for her working so closely with Katie Hachmann toward a successful employment outcome and also want to acknowledge Abigail Alabanza for her hard work and dedication to her job. Congratulations on your awards and thank you for all you do! A special thank you to Nancy Worley-Martin and the members of DADEN for your hard work in putting together such a special occasion.

## Specialist Spotlight:



Debi Angilletta has worked as an Employment Specialist for RSVP, Inc. since June 2007. Prior to joining RSVP, Inc., Debi worked for Stafford County and Spotsylvania County Public Schools as a Job Coach providing Job Development and Placement and Training services to students with disabilities. Debi holds a Bachelor of Arts degree from Averett University and is very artistic and creative; she uses her creative side in many aspects of her job, but she is especially creative with developing strategies to assist individuals to learn their jobs. Debi has been successful in educating employers regarding SE services and placing her consumers in jobs that utilize their fullest potential. Debi works in the Fredericksburg and surrounding areas.



Dena Davis has worked as an Employment Specialist for RSVP, Inc. since July 2008. She earned a Bachelor of Science degree from Liberty University and is currently enrolled in their graduate program in Professional Counseling. Dena worked with adolescents and youth as an Intensive In-Home Counselor for a year and a half prior to joining RSVP, Inc. She has been successful in her efforts to help consumers to work through various issues to maintain their jobs and has also made several successful job placements since her arrival. She has a lot of energy and is very caring and genuine in her approach. Dena is a native and current resident of Appomattox and works in the Lynchburg, Appomattox, and Farmville areas.



Kevin Fields has worked as an Employment Specialist for RSVP, Inc. since June 2008. Kevin holds a Bachelor of Science degree from Virginia Military Institute and has completed graduate studies in Psychology through the University of Richmond. Kevin has a lot of energy and a great sense of humor which has helped him to motivate and encourage consumers in their process of finding and keeping good jobs. He is very driven and practical in his approach and uses behavioral strategies to help individuals learn and maintain their jobs. Kevin has a sales background and this has aided his job development efforts and helped him to establish many positive relationships with area employers. Kevin works in the Richmond and Tri-cities areas.



Katie Hachmann has worked as an Employment Specialist for RSVP, Inc. since November 2007. She holds a Bachelor's degree in Parks, Recreation, and Tourism with a concentration in Recreation Management from Radford University. Katie is an active participant in the Danville Area Disability Employment Network (DADEN) and in the Martinsville Area Disability Employment Network (MADEN). She works closely with DRS Counselors and consumers to achieve successful job placements in a timely manner. She is caring, genuine, and truly has the best interests of consumers at heart. Two of her consumers and two employers recently received awards during Disability Employment Awareness Month. Katie works in the Danville, Martinsville, Rocky Mount, and Roanoke areas.



Amanda Howard has worked as an Employment Specialist for RSVP, Inc. since September 2008. Amanda's background is in Sales and Marketing. She earned a Bachelor of Business Administration in Marketing from Radford University. After several years in the retail / corporate arena, Amanda realized she wanted to work more closely with people to help them to realize their potential. She joined the staff of RSVP, Inc. and has quickly demonstrated her skills and abilities in talking with employers to arrange Situational Assessment opportunities and create job opportunities for her consumers. She has made several challenging job placements already, and it is certain that many more will follow. Amanda works in the Roanoke, Rocky Mount, and Martinsville areas.

## Specialist Spotlight continued:



Denyse Kious has worked as an Employment Specialist for RSVP, Inc since June 2000. She holds a Bachelor of Arts degree in Sociology from Rowan University and has over thirty years of experience working with persons with disabilities. Previously, Denny worked in group home and residential facilities, day support programs, community service board settings, and provided in-home counseling supports. Denny is very well-matched to her job and is very genuine, caring, and optimistic in her approach to her work. She is highly skilled in the areas of Situational Assessment and Job Development and Placement, enjoys a very high placement rate, and has established many positive relationships with community employer partners. Denny works in the Northern Neck and in the Fredericksburg and surrounding areas.



Crystal Lowery has worked as an Employment Specialist for RSVP, Inc. since February 2008. She holds a Bachelor of Science degree in psychology and is currently enrolled in a Master's program at Virginia Commonwealth University. Crystal is compassionate, has a great sense of humor, is practical and realistic in her approach, and genuinely wants to make a difference in the lives of others. In addition to providing Supported Employment services, Crystal has been an instrumental part of the ongoing success of RSVP, Inc.'s Work Adjustment Training program. Crystal is a co-facilitator of the group and provides job development, placement and training, and follow-along assistance to current participants and graduates of the program; she has been very successful in her efforts. Crystal works in the Richmond and surrounding areas.



Lorie Marshall-Rajput has worked as an Employment Specialist for RSVP, Inc. since April 2008. Lorie holds a Master of Arts degree in Psychology from West Chester University and has worked as an Intake Counselor for a residential substance abuse treatment program, a Rehabilitation Technician for a rehabilitation hospital, a Social Services Worker for children, adolescents, and adults, and has also worked with youth involved in the juvenile justice system. Lorie is very skilled in her intake and assessment processes and helps her consumers to remove or reduce barriers that are standing in the way of their success. She is very attentive to her consumers' and the employers' needs throughout the placement and training process and has been successful with her efforts. Lorie works in the Richmond and Tri-cities areas.



Kristine Smizer has been employed with RSVP, Inc. since June 2007. Kristine has previous work experience as a Job Coach in New Jersey and she worked as a Teacher's Assistant with Stafford County Schools. She works as an Employment Specialist and also serves as our Prevocational group leader. Kristine is very creative and has been instrumental in assisting our Prevocational group participants to learn and develop appropriate work skills by providing them with fun, educational, and interactive activities on a regular, weekly basis. She also assists her Supported Employment consumers to obtain appropriate jobs and maintain them for the long term. She has a very practical and realistic approach to her services and is very caring and motivated to help her consumers succeed. Kristine works in the Fredericksburg and Stafford areas.



Veronica van Harn has worked as an Employment Specialist for RSVP, Inc. since November 2005. She holds a Master of Science degree in Rehabilitation Counseling from Virginia Commonwealth University and is a Certified Rehabilitation Counselor. Prior to joining RSVP, Inc., Veronica worked for the Savannah College of Art and Design as the Disability Services Coordinator; for the Gateway Community Services Board in Savannah, GA as the Day Services Coordinator; and for the Medical College of Virginia in the Office of Services for Students with Disabilities. Veronica is an active member and serves on the Board of the Virginia Rehabilitation Counseling Association. She has developed many positive working relationships with community employers and has a high placement and training rate. Veronica works in the Richmond and Tri-cities areas.

## Articles of Interest:

### **New ADA Law Protective of Individuals with Mental Disorders**

A new law passed by Congress and signed by President Bush in September restores workplace protections for people with disabling illnesses, including mental disorders, which can be treated with medication.

The legislation, (S 3406) which amended the American Disabilities Act (ADA), reverses the effect of a series of recent decisions by the U.S. Supreme Court that limited the applicability of the original ADA to people who were affected by disorders or illnesses where there are no effective medical treatments or prostheses. The ADA was originally enacted by President George Bush in 1990.

The new law expands the definition of disability and makes it easier for workers to prove disability-based discrimination and explicitly rejects the strict standards used by the Supreme Court to determine who is disabled. The law states that the Court erred in four separate rulings over the 18 years since the original ADA law was enacted and that those rulings ran counter to Congress's original intent by eliminating safeguards for many of the people the ADA was designed to protect.

The law directs courts considering whether a person is disabled to rely not on the effects of "mitigating measures" like prescription drugs but on the degree of impairment he or she has resulting from an underlying medical condition. In addition, the law specifies that an impairment that is episodic or in remission is still a disability if it would substantially limit a major life activity when active.

Many people with mental illness have been denied protection under the ADA, according to mental health advocates, because their impairments are episodic. AMHCA endorsed S. 3406.

The original ADA already protects people who have an impairment that "substantially limits" a major life activity, who have a record of such impairment, or who are treated for having such an impairment. The new measure provides a revised definition of "disability" to clarify Congress's intent to apply a less-stringent standard than the one that has been used by the Supreme Court. The measure states that any condition that limits a single "major life activity" would constitute impairment, instead of the tight court-established definition of conditions that limit all such activities.

The recently enacted measure is a narrower version of legislation introduced in July 2007, which was opposed by business groups such as the U.S. Chamber of Commerce, which had supported the original ADA law, because they believed it would be less costly to businesses. After five months of negotiations, disability-rights advocates and business leaders reached a compromise in June.

***E-News from Washington is provided for informational purposes only by the American Mental Health Counselors Association.***

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
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
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## Articles of Interest continued:

 The Virginia Rehabilitation Counseling Association (VRCA) is offering training on two topics: Holistic Counseling and Hypnotherapy. The training events are scheduled for 11/14/08 from 10:00 a.m. to 3:00 p.m. at the Virginia Home for Boys and Girls Chapel, 8716 West Broad Street, Richmond, VA 23294. CRC credits will be offered. The fees for the training are \$15.00 for members of VRCA and \$30.00 for non-members. Please RSVP to Ed Navis by 11/07/08 at: [ENavis@boysandgirlshome.org](mailto:ENavis@boysandgirlshome.org).

 The draft revised *Code of Professional Ethics for Rehabilitation Counselors (Code)* will be available for public comment on the CRCC website at [www.crccertification.com](http://www.crccertification.com) through November 10, 2008.

The Code is meant to be a living document – formally reviewed by the CRCC every 5 years and updated as needed to reflect changes in practice within the field of rehabilitation counseling. The current draft revised Code is based on a thorough evaluation of numerous benchmarking documents, including the 2006 CRCC ethics survey (a web-based ethics survey which asked CRCs to describe ethical challenges or troubling incidents or dilemmas they had faced in the recent past and what they would project to be ethically troubling issues they would face in the future), advisory opinions, quantitative and qualitative data regarding adjudicated complaints, relevant articles, and related codes of ethics.

Based on a thorough review of all feedback received, additional revisions will then be made by the ten-member Code Revision Taskforce. A final draft is then scheduled to be presented to the Ethics Committee in March 2009 with presentation to the full Commission at its June 2009 annual meeting. The targeted effective date of the new Code is January 2010.

“The strength of this process is predicated on the input of our professional certified rehabilitation counselors. We strongly encourage all CRCs and CCRCs to review the draft revised Code at [www.crccertification.com](http://www.crccertification.com) and provide your input before the November 10<sup>th</sup> deadline.”

Cindy A. Chapman, Executive Director, Commission on Rehabilitation Counselor Certification