**Lunch and Learn – February 2023**

**CRCC 2023 Code of Ethics and Forensic Vocational Rehabilitation Services**

**Transcript**

WEBVTT

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00:00:00.000 --> 00:00:01.190

We'll give Lisa.

2

00:00:03.510 --> 00:00:04.150

Let's see.

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00:00:10.230 --> 00:00:22.320

Sonia Peterson: Thank you. So thanks everybody for coming t0 0ur Webinar today. So this is It's a San Diego State inner work, institute

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00:00:22.340 --> 00:00:25.830

Sonia Peterson: lunch and learned seminar. The recording is going to be

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00:00:25.880 --> 00:00:42.390

Sonia Peterson: available afterwards. So just some quick introductions to start. Thank you to all our partners. This is a collaboration today with San Diego State Inner work, lunch and learn series. Thank you. Chuck.

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00:00:42.430 --> 00:00:45.120

Dr. Chuck

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00:00:45.310 --> 00:01:03.000

Sonia Peterson: facilitates these lunch and learn series. Our panel today is all from the California chapter of the International Association of Rehabilitation professionals. And then we're able t0 0ffer a one. Our CEO today from

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00:01:03.000 --> 00:01:13.970

Sonia Peterson: Commission on rehabilitation, Counselor. Certification. So if you want that, CEO for today, just go ahead, stick around. We'll give the number for the

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00:01:14.700 --> 00:01:18.480

Sonia Peterson: for the CEO at the end of the presentation.

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00:01:19.990 --> 00:01:28.520

Sonia Peterson: So thanks everybody who's joining. And then also while I'm. Well, i'm sharing the screen I do kind of have difficulty

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00:01:28.890 --> 00:01:35.390

reading the chat messages, so maybe the co-presenters can kind of

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00:01:35.450 --> 00:01:51.510

Sonia Peterson: a check for chat messages that people have questions and we will allow time at the end for questions and answers. But you know, feel free as as we go through the presentation today. If you do have a question, you can let us know

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00:01:51.650 --> 00:01:58.050

Sonia Peterson: again. This session will be recorded. If you want the CEO, it's

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00:01:58.060 --> 00:02:01.240

frank: you'll have to be at the live presentation today.

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00:02:02.110 --> 00:02:11.490

Sonia Peterson: I'm I'm, Dr. Sonia Peterson, I'm. An assistant professor at San Diego State in our rehabilitation counseling program, and then our

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00:02:11.530 --> 00:02:14.900

Sonia Peterson: our again. Our panel presenters are off from

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00:02:15.310 --> 00:02:23.800

Sonia Peterson: California. Chapter of Ierp, Frank Rod and Lisa, and we're going to be talking today about the forensic

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00:02:23.840 --> 00:02:38.710

Sonia Peterson: section of the newly revised 2,023 crcc code of ethics. And there's a there's a link you can access the code of ethics through the Crcc website

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00:02:40.530 --> 00:02:42.050

Sonia Peterson: and those

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00:02:43.980 --> 00:02:48.110

Sonia Peterson: the newly revised code of ethics was effective.

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00:02:48.220 --> 00:03:03.130

Sonia Peterson: Last month January first 2,023 so the purpose of our Webinar today is to review the definition of forensic services in the glossary of Terms and other pertinent areas of the

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00:03:03.430 --> 00:03:22.410

Sonia Peterson: the code of ethics, the sections of the code of ethics. S0 0ur target audience today is rehabilitation counseling students, new professionals, and anybody who's interested in an overview of the recently released crcc code of ethics, and especially

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00:03:22.410 --> 00:03:29.510

Sonia Peterson: anybody who's interested in the the parts that are relevant to forensic services.

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00:03:33.020 --> 00:03:49.210

Sonia Peterson: Okay, S0 0ur agenda, we're gonna g0 0ver what our forensic services. We will also discuss credentials and memberships related to forensic services. We will g0 0ver the sections of the Crcc.

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00:03:49.210 --> 00:03:55.150

Sonia Peterson: Code of Ethics glossary of terms. And then we'll talk in detail about

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00:03:55.340 --> 00:04:13.570

Sonia Peterson: Section a counseling relationship. Section L. Business practices and then Section G is all devoted to forensic services, and and we'll talk about some ethical dilemmas that practitioners have encountered in their work in forensic

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00:04:13.570 --> 00:04:24.250

Sonia Peterson: settings. And again, we'll have time for Q. A. At the end of the presentation. And again, if if you do have questions that come up by all means.

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00:04:24.360 --> 00:04:27.150

Sonia Peterson: please let us know during the presentation.

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00:04:28.170 --> 00:04:40.130

Sonia Peterson: So again I'm. I'm. A professor at San Diego State, and our we have counseling program. Frank Diaz is with us today from Diaz and Company. Roderick Stone Burner

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00:04:40.200 --> 00:04:43.420

Sonia Peterson: is also here from California.

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00:04:43.690 --> 00:04:55.780

Sonia Peterson: Chapter of I, Arp. And he's got his own business doing expert witness and forensic work. So his website is Roderick stoneburner.com and then Lisa Sahonos

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00:04:55.780 --> 00:05:07.070

Sonia Peterson: soonas.com. She's also all of our presenters. I'm so grateful today because our our panel has years of experience doing

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00:05:07.240 --> 00:05:22.480

Sonia Peterson: forensic work, vocational evaluation, rehabilitation, counseling, vocational rehabilitation counseling. So I know you all are busy, and we really appreciate your time and the expertise and knowledge that you're going to share with us today.

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00:05:23.040 --> 00:05:38.820

Sonia Peterson: So what is forensic? Rehabilitation? Forensic rehabilitation is rehabilitation. Principles apply to the law. So anytime we see the word forensic it has to do with

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00:05:39.220 --> 00:05:53.080

Sonia Peterson: the legal system, the law, so the term forensic rehabilitation has been consistently used to describe the services provided by vocational experts since the late 19

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00:05:53.090 --> 00:06:01.750

Sonia Peterson: 80. So it's it's any kind of expert witness work anything to do with legal proceedings around

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00:06:03.640 --> 00:06:17.100

frank: disability, and we have a comment on that legal proceedings being such as divorce work, personal injury, longshore harbor workers. workers, compensation can also be considered part of that

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00:06:17.490 --> 00:06:19.660

definitely personal injury.

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00:06:19.670 --> 00:06:21.840

frank: Car accidents

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00:06:22.020 --> 00:06:29.610

frank: falling off the ladder. Those type of things or all the areas of law that will practice long for our workers. I might be repeating myself time.

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00:06:29.720 --> 00:06:31.510

frank: but those are some of the areas.

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00:06:32.470 --> 00:06:34.870

Roderick Stoneburner: I'd like to add a little bit, too.

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00:06:35.480 --> 00:06:52.640

Roderick Stoneburner: when you talk about forensic rehabilitation for particularly forensic vocational evaluations. It's a different perspective than what we normally do as vocational rehabilitation specialists when we're doing vocational rehabilitation with a client.

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00:06:52.700 --> 00:07:06.240

Roderick Stoneburner: What we're doing is helping that person by collecting the very same information we do in forensics, but instead of for the vocation, rehabilitation specialists, they're looking at what can be

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00:07:06.680 --> 00:07:13.460

Roderick Stoneburner: when you're doing forensic vocational evaluations, we're looking at what is and we don't look at

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00:07:13.490 --> 00:07:16.720

Roderick Stoneburner: a client. We look at an evaluate.

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00:07:16.750 --> 00:07:33.430

Roderick Stoneburner: It's a much more objective structured method of applying the rehabilitation principles to function of the law to help the legal field make determinations in terms of employability.

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00:07:33.810 --> 00:07:44.720

Lisa: If I can just add to that, I think another way, maybe for the students to better understand is that when we are rehabilitation counselors we are advocating

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00:07:44.740 --> 00:08:01.570

Lisa: for the individual that we are serving when we are vocational experts, the only application that can be made is for our professional opinion. We do not advocate for any party except our own professional opinion.

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00:08:01.740 --> 00:08:05.250

frank: Yeah, have no clients as vocational.

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00:08:06.740 --> 00:08:07.910

Sonia Peterson: Thank you.

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00:08:12.970 --> 00:08:18.090

Sonia Peterson: Okay. So just some more information on who is a vocational expert.

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00:08:18.470 --> 00:08:33.240

Sonia Peterson: So a vocational expert is highly skilled, trained, and knowledgeable in the field of trades, professions, and occupations with intent to be involved in assessment, and our testimony in any form in a litigious

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00:08:33.270 --> 00:08:34.270

Sonia Peterson: forum.

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00:08:34.390 --> 00:08:52.380

Sonia Peterson: So typically it's an individual who's received an academic degree from an accredited education program accepted by the rehabilitation profession as denoting professional practice is certified, and are licensed to practice in accordance with the rehabilitation

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00:08:52.380 --> 00:09:07.220

Sonia Peterson: professions National Certification Board and our Commission, and or the State's Licensing Board, and we'll talk about some of those certifications today maintains his or her certification, and our licensure by completing

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00:09:07.220 --> 00:09:26.330

Sonia Peterson: continuing education units approved by the certification or licensure boards for renewal of certification or licensure. and has completed the amount of time on the job specified by the profession as denoting achievement of journeyman's status. So that is a

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00:09:26.490 --> 00:09:32.660

Sonia Peterson: That's a definition. These are both definitions that have been around for several years.

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00:09:34.080 --> 00:09:50.420

Sonia Peterson: Okay. So these are some of the professional credentials and membership that are available to denote that somebody has reached a a certain level of skill and knowledge in regards to

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00:09:50.770 --> 00:09:53.960

vocational rehabilitation

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00:09:53.990 --> 00:09:59.700

Sonia Peterson: Jobs analysis, the impact of disability on work.

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00:10:00.490 --> 00:10:05.870

So again, like everybody, all of us on the panel today are

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00:10:06.080 --> 00:10:20.960

Sonia Peterson: members of the International Association of Rehabilitation Professionals. So Ir has their own code of Ethics Commission on Rehabilitation Counselor certification. That's kind of the starting point

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00:10:20.960 --> 00:10:31.590

Sonia Peterson: for a lot of us is, you know, when we graduate from our Rehab counseling programs, we're able to take that crc, exam and and start our

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00:10:31.590 --> 00:10:43.140

Sonia Peterson: career as a certified rehabilitation. Counselor Crcc obviously has their own code of ethics. That's what we're talking about today. And then there's these other

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00:10:43.240 --> 00:10:57.600

Sonia Peterson: credentials that we can obtain during our career path so certified disability management specialists, we can become a certified case manager. There's a commission for case management.

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00:10:57.840 --> 00:11:04.380

Sonia Peterson: There's another organization called Vocational Evaluation and Career assessment professionals.

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00:11:04.700 --> 00:11:19.940

Sonia Peterson: There's an organization called College of Vocational Rehabilitation professionals, and then there's another organization called the American Board of Vocational Experts, and they have their own credentialing system.

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00:11:20.090 --> 00:11:26.400

Sonia Peterson: And then all all these organizations have either a code of ethics or

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00:11:28.990 --> 00:11:33.840

Sonia Peterson: a. or code of conduct.

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00:11:35.770 --> 00:11:38.880

Sonia Peterson: which is, they're all available on the website.

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00:11:39.370 --> 00:11:43.700

Sonia Peterson: Does Does anybody from our panel want to elaborate on

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00:11:45.000 --> 00:11:54.090

Sonia Peterson: some of these organizations and talk about some of the certifications and credentials that you hold, and and how that's helped you in your career.

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00:11:54.390 --> 00:12:08.020

frank: Well, I think the credentials are extremely important, and I think they show the depth and breath of the vocational expert. I think one of the things that becoming a vocational expert maintaining your ethics is also

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00:12:08.110 --> 00:12:09.400

experience

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00:12:09.480 --> 00:12:14.250

frank: is getting out there and doing, doing, counseling, doing evaluations.

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00:12:14.260 --> 00:12:21.490

frank: Sitting social security is an excellent area to gain experience as a as an expert

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00:12:21.580 --> 00:12:22.580

frank: as well.

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00:12:22.690 --> 00:12:27.550

and but they definitely my association with

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00:12:27.640 --> 00:12:36.960

frank: very important the mentorship. This offer speaking to the students. the mentorships that are offered through the I, our association. They are extremely important

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00:12:37.130 --> 00:12:38.980

frank: to bringing up someone who

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00:12:39.110 --> 00:12:46.000

frank: you have the education. You have the basic credentials, but you've got to get that experience. Be able to sit on the stamp.

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00:12:46.270 --> 00:12:52.530

frank: be able to hold up in court. Pass the board here. I think that's really important as well.

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00:12:52.640 --> 00:12:54.620

frank: That's my 2 cents. So

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00:12:54.980 --> 00:13:11.860

Roderick Stoneburner: yeah, i'd like to. I mentioned. I i'm a member of the I, Our International Association and Rehabilitation Professors I'm. A retired as far as the Crc. Is concerned. I took that retirement. I don't

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00:13:11.860 --> 00:13:21.540

Roderick Stoneburner: professionals or a member of the College vocational rehab professionals, and I'm. A member of the American Board of Vocational Experts. Why do all I do all that stuff?

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00:13:21.770 --> 00:13:32.150

Roderick Stoneburner: Well, if we refer back to the last slide we talked about what a vocational expert is, and how you get there. It's an issue of knowledge, skills, and abilities

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00:13:33.090 --> 00:13:39.520

Roderick Stoneburner: for those of you who are completing the graduate programs. You're in the middle of acquiring knowledge.

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00:13:40.540 --> 00:13:46.280

Roderick Stoneburner: Fortunately or unfortunately, as you look at it. that's just your starting point.

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00:13:46.650 --> 00:14:00.100

Roderick Stoneburner: I've been doing this work since 1,973, I continue to go to school, I continue to acquire knowledge and experience and education through many of these

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00:14:00.110 --> 00:14:08.610

Roderick Stoneburner: professional organizations from going back to school, because the basic foundation of what we have to do is acquire that knowledge.

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00:14:08.650 --> 00:14:27.630

Roderick Stoneburner: Understand how that knowledge translates to skills, and then understand how knowledge and the skills has to be utilized. That's the ability portion. So when Frank is talking about that experience, it's absolutely critical. It's hard to do for many people, and oftentimes

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00:14:27.630 --> 00:14:43.580

Roderick Stoneburner: individuals will go into the private sector and and take jobs with the private sector, insurance companies, etc. private rehabilitation, so they have an opportunity to be exposed to the litigation aspect of our profession.

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00:14:43.750 --> 00:14:47.310

frank: Also, community organizations are also a good place as well.

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00:14:47.740 --> 00:14:54.580

frank: You turn to work programs training programs. but also good areas to gain it

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00:14:54.970 --> 00:14:57.520

frank: experience and working with people. With this.

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00:14:58.140 --> 00:15:04.050

Lisa: you know, I would suggest that all the students as you're getting towards the end of your

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00:15:04.550 --> 00:15:17.190

Lisa: degrees, that you do consider membership in the professional associations as a student is offered for nominal fees with incredible access to professionals into literature

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00:15:17.420 --> 00:15:39.200

Lisa: in terms of the certifications. I think it. There has been, of course, an evolution of certifications throughout the years, and it depends on your area of interest. So, for example, I have a certified visibility management specialist certificate that I hold that requires that I take continuing units in order to maintain it.

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00:15:39.430 --> 00:15:55.240

Lisa: It also has ethics, and it has a core of the overview of work. In addition to that, I have the American Board of location experts. I'm. A diplomat, and I also have a certification in testing and psychometric testing.

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00:15:55.240 --> 00:16:08.660

Lisa: So those all require continuing education and requires keeping up with the developments of the field and society in general. So I really urge students. I did it when I was

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00:16:08.860 --> 00:16:27.890

Lisa: in my last semester at the time the Cdms. Which is now certified. This, with the management specialists, was actually called certified insurance rehab specialists. So sometimes the names change, but the field just develops and grows. So I would urge you.

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00:16:27.890 --> 00:16:40.190

Lisa: as you enter the field, to really come on board and and just become member of the associations, and then choose your certification area so that you can start that progress of additional learning

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00:16:41.690 --> 00:16:53.440

frank: a mentorship program, I think to I our is really importantly so. I think that's what you're getting upon getting that experience with someone who's been practicing for a number of years.

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00:16:53.650 --> 00:16:58.320

You have to learn how to sit on the stand. You have to learn how to get testimony.

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00:16:58.340 --> 00:17:00.650

frank: It isn't something that can be taught.

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00:17:01.900 --> 00:17:08.450

frank: I'm trying to teach you. You can't teach it. You have to sit on the stand. You have to understand what it takes. You need somebody who's done it

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00:17:08.710 --> 00:17:10.220

frank: to help you get there.

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00:17:10.950 --> 00:17:14.700

You can have the education that's great, and that's important.

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00:17:14.730 --> 00:17:15.520

frank: right.

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00:17:15.800 --> 00:17:25.250

frank: you know, when you're cornered by an attorney, you understand. You gotta learn how to get out of that quote, and the only way you learn that is by doing it or learning from someone who's done.

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00:17:29.670 --> 00:17:46.690

Roderick Stoneburner: Any of these organizations have mentorship programs as well, and as you join the organization, such as Ir, they do have a mentorship programs available a. And once you get a mentor, that's a great assistance. At present, I think I have

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00:17:46.690 --> 00:17:50.990

Roderick Stoneburner: 6 0r 7 people that i'm mentoring, and it's fun for me.

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00:17:53.850 --> 00:18:00.060

and i'll just jump in and say, if you are a new professional, and you're thinking about.

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00:18:00.330 --> 00:18:17.170

Sonia Peterson: you know, getting into doing vocational expert work. Most people get their start doing testimony and social security, disability, appeal hearings, and and you can do that with a Crc. With your Crc.

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00:18:17.270 --> 00:18:21.050

And 5 years experience doing

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00:18:21.310 --> 00:18:24.310

Sonia Peterson: job placement for people with disabilities.

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00:18:24.480 --> 00:18:35.860

Sonia Peterson: But but but of course you can connect with a mentor at Ierp, and you know, while you're getting that experience, you can, you know, be learning about

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00:18:36.150 --> 00:18:51.940

Sonia Peterson: how to testify. You know what what they're looking for and in social security, disability, appeal hearings and and get your start even before you have those 5 years of experience. But but that that's all that's needed to.

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00:18:52.270 --> 00:19:03.880

Sonia Peterson: you know, to to start doing vocational expert work. And I think that's where a lot of people start. That's where most people start is with the the social security hearings.

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00:19:06.950 --> 00:19:24.300

frank: Yeah. So we're working with someone working with someone I mean, when I bring people up, you know I bring them through the evaluation process, having to do vocational evaluations having them do some report writing, because, as part of being an expert is to finalize your opinion in the report format.

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00:19:24.500 --> 00:19:27.460

frank: and so, having them, you know, learn the different.

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00:19:27.650 --> 00:19:32.750

frank: the laws and different procedures from the different areas of laws that we practice as well.

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00:19:32.860 --> 00:19:41.420

frank: So that's why the mentorship, working with a season professional is really important, while you get the other experience as well.

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00:19:43.110 --> 00:20:01.480

Sonia Peterson: Exactly. And and that the court proceedings are, you know, different, depending on the situation like the Social security hearings are. They're an administrative hearing. So there's no jury. The typically the claimant has a lawyer.

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00:20:01.480 --> 00:20:04.770

but they're a little less stressful than

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00:20:04.840 --> 00:20:11.690

Sonia Peterson: you know personal injury cases where an expert is going to be on the stand, and you know.

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00:20:11.840 --> 00:20:14.080

Sonia Peterson: Cross-exam and so forth.

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00:20:15.260 --> 00:20:18.230

frank: I wouldn't call it stressful. Lisa, would you call that stressful?

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00:20:18.720 --> 00:20:24.430

Lisa: It's enjoyable.

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00:20:24.450 --> 00:20:34.620

Lisa: There are some stresses, you know, that go with it. But I think that when you're a rehabilitationist and you are well founded in your discipline. It's actually enjoyable

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00:20:35.330 --> 00:20:40.970

frank: it can be when you're when you know how to deal with the jury and you know how to work with the judge.

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00:20:41.320 --> 00:20:43.400

Yeah, it can.

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00:20:43.940 --> 00:20:51.700

frank: as I was told early on by people who train me when you're in the court you are in control when you sit up there, and you have that mic.

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00:20:52.030 --> 00:20:57.360

frank: You have that court in your hand. You have the control of the court. You're the

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00:20:58.490 --> 00:21:08.180

Roderick Stoneburner: I think that's particularly helpful. I'm going to lead it back to the Ethics, because once we're well entrenched in our own personal professional ethics.

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00:21:08.550 --> 00:21:11.660

Roderick Stoneburner: and we operate from that ethical platform.

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00:21:11.660 --> 00:21:32.540

Roderick Stoneburner: The work we do, and if you notice what it has with the Crcc Codes that Sony is going going to get to is that it talks about being objective and and the functioning within the scope of your practice and your abilities. Once you do that, and once you stay within that, and you deviate from

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00:21:32.540 --> 00:21:51.620

Roderick Stoneburner: a bias oriented evaluation. You're very, very comfortable. It's very easy to respond to the questions and and issues involved with the case, and it's just like Frank says you're in control because they're asking information regarding your knowledge, and if your knowledge is honest, direct.

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00:21:51.800 --> 00:21:57.510

Roderick Stoneburner: well grounded in our vocational rehab principles, you're not going to have any trouble at all.

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00:21:57.770 --> 00:22:01.060

frank: The principles and methodologies and and

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00:22:01.340 --> 00:22:07.120

frank: rod. Where would you say the ethics comes from? From an individual, from an expert when they are up there.

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00:22:08.400 --> 00:22:26.930

Roderick Stoneburner: Well, I think they they come personal first from a personal perspective. I noticed I One of the things I did is look at the the College of Vocational Rehab professionals. They had an excellent ethical training program, and they talked about a person developing their own personal ethical platform.

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00:22:26.930 --> 00:22:40.470

Roderick Stoneburner: Once I have my own or personal ethical platform. Then I look t0 0rganizations such as Crcc, a, B, ve, and I a Rp. And then I'm. Looking at

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00:22:40.700 --> 00:22:57.970

Roderick Stoneburner: my personal professional ethics as they provide, apply to the professional code of behavior or code of conduct, and it's that relationship that allows me to function in a a confident objective manner.

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00:22:59.730 --> 00:23:01.760

frank: and the ability to say no.

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00:23:02.640 --> 00:23:03.660

frank: Oh, yeah.

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00:23:03.980 --> 00:23:15.310

frank: when the ability to say No, Lisa, I mean, you would say that I know you, seeing your presentations on personal injury cases and stuff, is that sometimes the attorney may want you to do something.

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00:23:15.650 --> 00:23:22.710

frank: I had an attorney who asked me to read just one page of the deposition. That's all I needed. The No. I need the entire deposition.

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00:23:22.790 --> 00:23:26.660

frank: I will not render an opinion unless I have all of the information.

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00:23:32.190 --> 00:23:35.510

frank: I will not render an opinion unless I have everything in front of me.

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00:23:36.320 --> 00:23:48.240

Roderick Stoneburner: and the other part is the other part is I had an attorney asked me t0 0ffer opinions that were based on medical issues and medical facts from a medical perspective.

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00:23:48.300 --> 00:24:05.090

Roderick Stoneburner: and my answer was, No. I'm. A vocational evaluator, a vocational expert. I can opine upon the vocational and that analysis of medical information. But i'm not a doctor, and I'm not going t0 0ffer medical information or opinions

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00:24:05.840 --> 00:24:07.640

frank: and all that comes from within.

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00:24:08.110 --> 00:24:09.120

Roderick Stoneburner: Yeah.

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00:24:09.170 --> 00:24:29.010

Sonia Peterson: So when yeah, when we get done with our Rehab counseling programs, we've learned we've learned good disability case management. We've learned how to do a good vocational analysis. We've learned how to look at what jobs are available in the labor market. So what

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00:24:29.160 --> 00:24:46.070

Sonia Peterson: what we do as experts. It's it's a it's just a different approach. And again, we're not working with one individual client. We're we're there to give testimony about how disability impacts somebody's ability to work.

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00:24:47.900 --> 00:25:06.610

Sonia Peterson: It's it's a different approach, and the person with the disability is an evalue. So we'll and we'll talk about that when we discuss the sections of the code of ethics and detail, Why, Don't, we go into having the R 3

159

00:25:07.040 --> 00:25:26.430

Sonia Peterson: panel members? Talk about your your experience. You know how how you gained your knowledge and expertise, and and what what you focus on in your in your work. So why Don't, we start with Lisa. Do you want to tell us a little bit more in detail about

160

00:25:26.810 --> 00:25:30.390

Sonia Peterson: the kind of vocational expert work that you're doing?

161

00:25:30.400 --> 00:25:48.740

Lisa: Certainly. So I have been meeting the company now for 35 years, so it has been a breath of time and and changes in evolution and litigation as well as systems. Our office prefers to hold these 4 lines of work which is the work of compensation.

162

00:25:49.120 --> 00:26:03.660

Lisa: personal android employment, discrimination and family law. They're very different in terms of litigation. They're very different in requirements. So you have to really have a good understanding of the foundations of each one.

163

00:26:03.840 --> 00:26:09.120

Lisa: I find it that it is challenging, and it is

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00:26:09.480 --> 00:26:28.870

Lisa: a breath of fresh air to be able to go and do work in a different venues. It requires much more learning. It requires much more training, but it is really a complement to the true rehabilitation as to the individual who really wants to work with the core of vocational rehabilitation.

165

00:26:29.130 --> 00:26:45.710

Lisa: Our approach as a stated on our website, and the website is up. You know you're very welcome to produce. It is really to focus on the living professional ethical work. We are sticklers in terms of staying founded in the academic principles.

166

00:26:45.750 --> 00:26:47.170

Lisa: Peer reviewed.

167

00:26:47.710 --> 00:26:59.340

Lisa: published standardized methodologies. So you have to learn those you have to decide which one you're going to apply, and then you have to truly adhere to those methodologies. We're very lucky

168

00:26:59.340 --> 00:27:29.330

Lisa: in the field of bulk. Rehab that we have great great published books, manuals, consultants, handbooks that assist you in developing this training. We've had some fabulous academic backgrounds that certainly lead us to it. And profession professors who were outstanding in their time, who are now retired, who are still sharing and and still advising us, and those that are, you know, especially in the field now

169

00:27:29.330 --> 00:27:30.760

going forward. So

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00:27:30.920 --> 00:27:46.440

Lisa: for me, for my company. It's really a process of that incredible foundation in vocational rehabilitation. And then the communication you need to be an educator as a vocational expert.

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00:27:46.440 --> 00:28:06.500

Lisa: You need to be a communicator, so you need to communicate with the parties you need to give them really consultative processes. You need to have a delivery for your objective expert opinions, and they have to be well founded. So to me. That is the success of the business. That is really what makes me come in every day and do work

172

00:28:06.500 --> 00:28:13.880

and and really enjoy it. So for vocational rehabilitation, you know my word to the students is.

173

00:28:13.970 --> 00:28:30.750

Lisa: Know your field extremely well? No, all the corners of your field, because when you do that and you are on the stand, or you're being challenged. You are the lead educator. You must educate the others on what it is we do, and how we've done it.

174

00:28:30.750 --> 00:28:34.290

Lisa: and including our history that comes out of World War, one

175

00:28:34.300 --> 00:28:44.010

Lisa: so do a historical perspective of the field. Do an academic perspective, and then utilize the methodologies to launch your opinions.

176

00:28:55.770 --> 00:29:00.600

Sonia Peterson: So I I think you're muted

177

00:29:00.850 --> 00:29:11.290

Sonia Peterson: and thank you, Lisa. Next. Why, don't we have Rod? Do you want to tell us a little bit more about the kind of work that you're doing.

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00:29:11.740 --> 00:29:12.740

Roderick Stoneburner: Oh, sure.

179

00:29:12.970 --> 00:29:15.360

I've been around a few years

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00:29:15.520 --> 00:29:19.830

Roderick Stoneburner: this year. I'm finishing up my fiftieth year in the profession.

181

00:29:19.830 --> 00:29:35.800

Roderick Stoneburner: I got my first master's degree in vocational evaluation from the University of Arizona spent a year or so, and, you know, sheltered workshop, developing vocational evaluation programs and then transitioned into private vocational rehabilitation

182

00:29:35.800 --> 00:29:54.910

Roderick Stoneburner: involved with the workers compensation system. I spent about 25 years as an agent at Cal State, San Bernardino, teaching I chose to do that because I kind of felt like there was a gap between people practicing in the field

183

00:29:54.910 --> 00:29:55.900

Roderick Stoneburner: and

184

00:29:56.010 --> 00:30:15.970

Roderick Stoneburner: the academics. So I figured if I put one foot in academics and one foot from a practitioner standpoint that would help. And I've done that. I worked for for insurance companies. I worked for University of California as a return to work. Coordinator: Ada: coordinator, ergonomic specialist.

185

00:30:15.970 --> 00:30:34.330

Roderick Stoneburner: Every aspect of vocational rehabilitation. And so far along the way I transitioned into expert witness work doing 15 years of social security, and it just kind of evolved into what i'm doing now. My present work is probably 50%

186

00:30:34.330 --> 00:30:52.050

Roderick Stoneburner: practice, the other 50 giving back. I real enjoy what I've learned, and i'm I'm. On. My goal is to share my knowledge and experience and skills with others. I'm actively involved in maybe getting ready to do a presentation next month for them

187

00:30:52.050 --> 00:31:00.910

Roderick Stoneburner: on a clinical judgment which is one of the critical aspects in areas we have to deal with in in private practice.

188

00:31:00.940 --> 00:31:14.640

Roderick Stoneburner: I'm. Here today, now with I a Rp. For the very same reason. Happy to be working with Sonia as the educational chair at I, a. Rp. To doing other more educational presentations.

189

00:31:14.640 --> 00:31:22.080

Roderick Stoneburner: You folks out there that are involved in this, and taking your time to listen and work with us, your your future.

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00:31:22.130 --> 00:31:37.770

Roderick Stoneburner: And i'd like to think that our our future is shiny, considering all of you who are here, and participating by listening to what we have to say and hope to see you more involved in the the process in the future.

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00:31:39.060 --> 00:31:42.820

Sonia Peterson: Thanks, Rod. Yeah, there's lots of opportunities

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00:31:42.850 --> 00:31:45.680

in in this area of our

193

00:31:45.800 --> 00:31:49.690

Sonia Peterson: of our work as vocational rehabilitation counselors.

194

00:31:50.420 --> 00:31:54.390

Sonia Peterson: Frank, do you want to tell us a little bit more about what you're doing?

195

00:31:54.500 --> 00:32:05.570

frank: Sure. Well, I started my company in 1,987, and actually I have 43 years of experience and working with a disabled adult population.

196

00:32:05.650 --> 00:32:11.260

frank: started working with summer use at a community program

197

00:32:11.360 --> 00:32:14.920

started working with Afghani refugees

198

00:32:15.450 --> 00:32:19.020

frank: after the invasion of Russia

199

00:32:19.060 --> 00:32:25.980

frank: displaced GM. Workers before with new me before it was Tesla in Fremont, California.

200

00:32:27.480 --> 00:32:31.820

frank: working with refugees from the Kim my roof as well.

201

00:32:31.840 --> 00:32:32.930

just

202

00:32:33.010 --> 00:32:39.850

frank: just a a different variety from farm workers to everyone, and just try to work with as many different

203

00:32:40.190 --> 00:32:46.460

frank: types of people as I could. Different types of

204

00:32:46.500 --> 00:33:00.840

frank: had a large death population that I work with out of Fremont for a period of time putting them back to work. And I think that's what gave me the foundation to go into the vocational work and testimony work

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00:33:01.490 --> 00:33:12.810

frank: trying to be innovative, trying to look at new things, trying to look at doing things a different way, started doing skype evaluations when Skype first came out.

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00:33:13.330 --> 00:33:25.560

frank: looking at the laws in different ways. So getting decisions past regarding the use of objective factors of pain in order to render vocational opinions.

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00:33:27.110 --> 00:33:48.440

frank: using synergy, using the combination of different injuries to create a greater level of disability, just trying to look at things differently. Sometimes my approach is a little bit different, because my experience is, basically my background is basically based on experience, not a lot of education, formal education in this area.

208

00:33:48.740 --> 00:33:50.090

It is

209

00:33:50.110 --> 00:34:07.670

frank: much easier to get the formal education in the trial push through, based upon solely on on experience. But I think that experience is an extremely important part, because when you're up there and you're doing testimony which right now I do a lot of

210

00:34:07.940 --> 00:34:13.790

frank: workers Compensation and Sib T, which is subsequent Injuries Benefit Trust Fund.

211

00:34:13.940 --> 00:34:17.900

which is a a small area of law in California

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00:34:17.909 --> 00:34:24.110

frank: for the more severely disabled have to be at least 70% disabled to fall into that benefit.

213

00:34:24.610 --> 00:34:26.429

frank: I think the experience

214

00:34:26.560 --> 00:34:33.620

frank: has helped me greatly in establishing the opinions that I've developed for the cases that I work on.

215

00:34:34.380 --> 00:34:36.670

frank: and I think the ethics.

216

00:34:37.070 --> 00:34:52.830

frank: you know, when I first started when I first actually went out on my own, and I had 10 cases seriously on a kitchen table with a phone and a answering machine, and i'd actually pick it up. Ds and Company, and that was me, and did that for a few months like that until I could hire somebody

217

00:34:52.840 --> 00:34:59.290

frank: to pick up the phone. I always send it out to follow my heart. I would do what I thought was right on a case

218

00:34:59.680 --> 00:35:02.660

frank: and make sure that I did the best I possibly could.

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00:35:02.750 --> 00:35:10.290

frank: because every case we handle is not a case. It is a person, and they have a life, and they've been injured, and you need to help them.

220

00:35:10.430 --> 00:35:11.820

frank: You need to

221

00:35:12.150 --> 00:35:24.950

frank: bust your asked in order to do that to make that happen. Excuse me, I know it's educational. I know I told you told me to watch myself, but but you have to. You have to push. You have to work hard.

222

00:35:25.000 --> 00:35:36.790

frank: I push on my attorneys to do that I push on them to make sure that they they push the litigation as far as they can. and you and I think that's really where it comes down to it's just

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00:35:37.250 --> 00:35:39.140

frank: really just love what I do.

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00:35:39.260 --> 00:35:41.280

frank: You know, after all these years?

225

00:35:44.630 --> 00:35:46.850

Sonia Peterson: That's great. Thank you so much, Frank.

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00:35:47.910 --> 00:35:54.690

Lisa: you know. So I know. I just saw a question on the chat that says, do you have direct contact with the values?

227

00:35:54.940 --> 00:36:11.350

Lisa: So to answer that briefly, yes, in some venues? No in others. So in family law. Yes, you do in California. Specifically you do have contact with the person who is going to be evaluated. So you actually. Do you know, a vocational evaluation

228

00:36:11.600 --> 00:36:28.270

Lisa: and work is Comp. Yes, the courts will give each party the opportunity to meet in personal injury civil litigation. It depends on what side you're on. If your plans of side you do have access to the individual.

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00:36:28.270 --> 00:36:39.950

Lisa: If you're the fans, you do not. In the rare cases you might, but usually you do not. So it is rooted on the legal premise as to your opportunity

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00:36:40.180 --> 00:36:43.300

to meet and and confer with individuals.

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00:36:45.380 --> 00:36:46.470

Sonia Peterson: Thank you.

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00:36:47.010 --> 00:36:51.630

So let's start now that we've heard about the the type of

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00:36:51.930 --> 00:36:59.730

Sonia Peterson: court proceedings and type of work that our panel members have been doing hopefully. It's kind of starting to clarify

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00:36:59.940 --> 00:37:07.450

Sonia Peterson: what is involved with vocational rehabilitation professionals that are doing this type of forensic work.

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00:37:07.450 --> 00:37:24.440

Sonia Peterson: So now we'll get into the specifics of the code of ethics. So just a reminder our code of ethics typically always in the Introduction. There's a explanation of ethical principles that the code of ethics is built upon.

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00:37:24.440 --> 00:37:35.600

Sonia Peterson: So these ethical principles are outlined in the crcc code of ethics in the preamble and those principles, are autonomy.

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00:37:35.660 --> 00:37:44.170

Sonia Peterson: beneficence, fidelity, justice, non-mal fees and and veracity. So the the

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00:37:44.220 --> 00:37:55.960

Sonia Peterson: code of ethics are just. Expand on these principles, and and we'll talk about some of the ethical dilemmas that forensic practitioners

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00:37:55.960 --> 00:38:08.400

Sonia Peterson: tend to experience in their jobs. And what a what an ethical dilemma is is when there's a conflict between 2 0r more of these ethical principles. So

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00:38:08.800 --> 00:38:13.240

Sonia Peterson: you know, wanting wanting to benefit

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00:38:13.700 --> 00:38:24.090

Sonia Peterson: you benefit. But then that you've you know you've got this whole, you know legal proceedings, and you know you want to be faithful to

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00:38:24.100 --> 00:38:33.370

Sonia Peterson: the individual that's hired you to give your expert opinion, and and it's it's this Balancing act.

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00:38:33.580 --> 00:38:51.860

Sonia Peterson: you know, staying clear, you know, based on our knowledge based on the resources that we're using, you know, based on our experience and in the forensic work it. It really is about like giving clear facts

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00:38:51.860 --> 00:38:54.660

Sonia Peterson: and information, so that

245

00:38:54.850 --> 00:39:04.960

Sonia Peterson: the you know the the judge can make the the decision and the I mean. In this this all ends up, and

246

00:39:05.460 --> 00:39:09.180

Sonia Peterson: individuals getting a settlement.

247

00:39:09.560 --> 00:39:16.090

Sonia Peterson: a and a and a payment. So it's. It's very important work, and and that's why

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00:39:16.220 --> 00:39:24.050

you know there's code of ethics and training and certifications and and other credentials.

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00:39:24.070 --> 00:39:38.280

Sonia Peterson: So the the sections in the code of ethics that specifically apply to this forensic type of work there. There's a couple areas in Section a of the counseling relationship that

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00:39:38.640 --> 00:39:40.330

Sonia Peterson: it describes a little

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00:39:40.730 --> 00:39:50.680

Sonia Peterson: describes about that difference in the Evaluate versus working with a person as as a client.

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00:39:50.900 --> 00:40:08.570

Sonia Peterson: So it's. It's addressed in this section of the counseling relationship, but it's it says specifically that crc's when we're working in a forensic setting that we are evaluating and documenting risk and benefits to an evaluate

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00:40:08.650 --> 00:40:19.350

Sonia Peterson: before initiating role changes, so that that would be like it. And typically we we try to avoid that. We, You know we if we're serving as a

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00:40:19.350 --> 00:40:37.060

Sonia Peterson: as an expert, and we're in a forensic role, Typically, we we're just working with that individual as an evaluate. We're not. We're not going back and forth like evaluating them. And then just switching and and serving them in a

255

00:40:37.230 --> 00:40:39.730

Sonia Peterson: in a role where there are a client

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00:40:42.710 --> 00:40:50.390

Roderick Stoneburner: That's a hard thing to do. Sometimes

257

00:40:50.390 --> 00:41:08.430

Roderick Stoneburner: my vocational evaluations take about 6Â h out of a day. I get to know that person pretty well, and the trap for the vocational expert is sliding away from being a vocational evaluator and engaging in a counseling relationship with them. Once I've done that

258

00:41:08.720 --> 00:41:16.720

Roderick Stoneburner: i'm soiled. I'm bad. I'm no good. I've created a bias situation that can't be undone.

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00:41:16.770 --> 00:41:33.200

Roderick Stoneburner: So as I go through that process, I have to be very clear with that evaluate that I have no counseling relationship with them, and cannot have or establish a counseling relationship with them.

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00:41:33.310 --> 00:41:38.840

Roderick Stoneburner: while i'm doing my evaluation, because I have to maintain that objectivity.

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00:41:39.900 --> 00:41:42.660

Sonia Peterson: That's a great example. Thank you, Ron.

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00:41:43.440 --> 00:41:57.980

Sonia Peterson: So yeah, just you know part of act acting ethically is making sure that we're clear in our role, and we're informing individuals the options that are available to them if they do want

263

00:41:58.480 --> 00:42:10.010

Sonia Peterson: vocational rehabilitation services. And we're clear like, you know, the there's a difference if we're going to be providing testimony and court proceedings as opposed to

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00:42:10.230 --> 00:42:13.870

Sonia Peterson: providing rehabilitation services.

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00:42:14.560 --> 00:42:30.100

Roderick Stoneburner: I have an example for you on that issue

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00:42:30.150 --> 00:42:33.200

seen by another vocational expert.

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00:42:33.670 --> 00:42:39.620

Roderick Stoneburner: and that person began to tell me about inappropriate behavior

268

00:42:39.800 --> 00:42:53.540

Roderick Stoneburner: on that up from that other vocational expert that the person was making sexual advances, inappropriate comments, inappropriate Gender related comments, and and they were very, very upset

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00:42:55.010 --> 00:43:14.830

Roderick Stoneburner: the tendency to stand up and say, oh, well, I'm going to go to a Crc. And and file a complaint. It is an easy one to do but a huge mistake. Once I do that, I step away from the independent role of the evaluator, and all I could do was say to that person.

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00:43:14.980 --> 00:43:18.730

Roderick Stoneburner: There is such a thing as the code of ethics for Crcc.

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00:43:18.970 --> 00:43:28.960

Roderick Stoneburner: You have to consult with your attorney. I cannot help you with that. If you think you have a a complaint against that individual, then

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00:43:29.270 --> 00:43:30.830

Roderick Stoneburner: you should pursue it.

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00:43:30.900 --> 00:43:38.000

Roderick Stoneburner: I cannot help you because of my role as a forensics vocational evaluator, and it's it

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00:43:38.040 --> 00:43:41.090

Roderick Stoneburner: as a Rehab counselor. Of course

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00:43:41.090 --> 00:44:01.640

Roderick Stoneburner: i'm a bleeding hard, and I wear that on my sleeve, and I'm also a Crusader rabbit. I think those are the 2 critical aspects of being a good rehab counselor. But in this case I can't use those. I can't be that way. I have to maintain my independence as a vocational expert.

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00:44:01.640 --> 00:44:05.470

Roderick Stoneburner: and doing the job I was retained to do

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00:44:06.520 --> 00:44:22.580

Sonia Peterson: well, and that's a great example of that conflict with autonomy versus beneficence, you know, wanting to benefit our clients, but a lot of times we we benefit the individuals when we give them autonomy.

278

00:44:22.670 --> 00:44:30.210

Sonia Peterson: and we give them resources so that they can advocate for themselves, and that that happens in all our different roles.

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00:44:30.520 --> 00:44:44.790

Toni Saia: and just to real quick to touch on Section L business practices.

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00:44:44.850 --> 00:44:49.300

Toni Saia: So I guess, in in reference to what Rod may be shared.

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00:44:49.560 --> 00:44:54.940

Toni Saia: I just didn't want it to get to

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00:44:55.360 --> 00:45:06.730

Sonia Peterson: as when we're in the counselor role, we have yeah a mandated reporting that we have to follow, and and it it's different. And

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00:45:07.670 --> 00:45:10.010

Sonia Peterson: we're when we're in a different role.

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00:45:10.710 --> 00:45:22.600

Sonia Peterson: And and again we have to add, we can, and we can. Yeah, we have to respect the clients autonomy. We can give them resources, and we can, you know, refer them to their attorney.

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00:45:25.690 --> 00:45:37.090

Roderick Stoneburner: The best I could have done in that situation is what I did. was advised the evaluate that if she had an issue to to seek assistance through her attorney.

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00:45:37.750 --> 00:45:56.710

Roderick Stoneburner: and then I advised the attorney that there were issues there that I can't deal with. I have to maintain my independence, but it's, you know I can make him aware, and that's the best I can do. And and again, as you said, Sonia, the the duty to report, is

287

00:45:56.900 --> 00:46:04.400

Roderick Stoneburner: it? It weighs heavy on my shoulders, because that's what I wanted to do. But doing that was

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00:46:04.860 --> 00:46:10.520

Roderick Stoneburner: inappropriate. Given my position as a forensics vocational evaluator.

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00:46:11.480 --> 00:46:14.410

Sonia Peterson: Exactly. It's different when we're in.

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00:46:14.520 --> 00:46:24.400

Sonia Peterson: When we, when we're involved in legal proceedings, because a lot of stuff comes up in testimony. And we're we're in a different role.

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00:46:24.590 --> 00:46:37.440

Sonia Peterson: So that's a great example Rod, and it's a great question, because these are the issues that come up, and it's good to clarify our responsibilities when we're in these different roles.

292

00:46:37.550 --> 00:46:45.080

Also, we have another slide coming up. and we we'll talk more in detail about how.

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00:46:45.620 --> 00:46:51.590

Sonia Peterson: when we're in that forensic role, we are there to be objective, and we don't.

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00:46:51.950 --> 00:47:09.560

Sonia Peterson: we don't change our testimony, depending on where the our payment source is coming from like our that our payment for services is never contingent on an outcome of a case or award. So that's that's an important section in the code of ethics.

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00:47:11.930 --> 00:47:20.720

Sonia Peterson: Section G is completely devoted to forensic services, and you know we're not gonna.

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00:47:20.840 --> 00:47:26.810

Sonia Peterson: There's no way we can g0 0ver all this section in detail.

297

00:47:26.830 --> 00:47:43.890

Sonia Peterson: but in a nutshell. This section talks about informed consent for the value we again they're not a client. When we're working in this capacity. It talks in detail about the role of the Crc. And we've kind of started to talk

298

00:47:43.890 --> 00:47:50.750

Sonia Peterson: a little bit about that. It's a it's a very different role than serving as a vocational counselor.

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00:47:51.060 --> 00:48:02.130

Sonia Peterson: The and it talks a lot about the objectivity that we have to have like a like. I just mentioned. We, you know the vocational expert is not swayed by

300

00:48:02.350 --> 00:48:17.420

Sonia Peterson: you know where the payment is coming from, and the the the outcome does not impact payment for services. We we've talked a lot about qualifications to provide services.

301

00:48:17.420 --> 00:48:23.320

Sonia Peterson: avoiding harmful relationships like avoiding that switching roles.

302

00:48:25.030 --> 00:48:43.110

Sonia Peterson: We make sure that the resources that we're using when we're giving testimony, are valid current, and consistent with accepted clinical and scientific standards. Lisa talked about that there's there's a lot of publications that we use as expert witnesses.

303

00:48:43.360 --> 00:49:02.220

Sonia Peterson: We always make sure that the testimony we give and the information we give, especially in court proceedings that we're respectful and professional, and then we we don't enter into financial agreements that might compromise

304

00:49:02.220 --> 00:49:13.290

Sonia Peterson: the quality of our services. So again, that it's easy to get to the code of ethics. It's right there on the crcc website and Section G is all about

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00:49:13.470 --> 00:49:15.370

Sonia Peterson: forensic services.

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00:49:15.700 --> 00:49:18.100

So let's

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00:49:18.280 --> 00:49:23.690

Sonia Peterson: Let's talk a little bit more about some ethical dilemmas that

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00:49:24.010 --> 00:49:26.740

Sonia Peterson: forensic practitioners have

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00:49:26.870 --> 00:49:35.620

Sonia Peterson: experience. S0 0ne example is a plane of attorney wants the vocational expert to use their report language

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00:49:35.640 --> 00:49:46.250

Sonia Peterson: to fit the language of the legal professional association. Does anybody on our panel want to talk about that in either experiences you've had with that, or

311

00:49:46.270 --> 00:49:56.870

Sonia Peterson: you know. What does that mean to like somebody that a student or somebody that's just starting out. They don't have a lot of knowledge about forensic work.

312

00:49:57.010 --> 00:50:00.510

Sonia Peterson: What's an example of when this might happen

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00:50:00.550 --> 00:50:12.860

Lisa: sure. So an example of this would be, you know, at the telephone communication that you're having with the referring attorney. So let's say the case is coming in from a plaintiff attorney.

314

00:50:13.120 --> 00:50:32.900

Lisa: The attorney calls and tells the expert a little bit about the case factors. You know the individual involved what the injuries might have been what the issues are, and then says, Well, you know, I've heard you know of your name. You're a good expert, you know. I really want you to say

315

00:50:32.900 --> 00:50:36.990

Lisa: in your report, and then they'll give you some sort of, you know.

316

00:50:37.040 --> 00:50:38.320

Lisa: a factual

317

00:50:38.560 --> 00:50:58.140

Lisa: statements or comments that they want you to specifically bring into your report, or they'll say, Well, you know, our association had a seminar 3 months ago, and we discussed these issues, and we have this list that we give the book experts to refer and to include into the report.

318

00:50:58.500 --> 00:51:01.730

Lisa: Well. all of that is unethical

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00:51:02.520 --> 00:51:21.240

Lisa: from a vocational expert standpoint. So if that occurs. You need to very civilly correct the attorney and tell the attorney that the language that you're going to put into your report is vocational rehabilitation. Your main language.

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00:51:21.240 --> 00:51:25.530

Lisa: And yet you are. You know you're more than willing to listen or read

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00:51:25.590 --> 00:51:37.450

Lisa: information coming from different sources. But you're going to be rooting your report on methodologies, on standards, on your rehabilitation experience. So.

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00:51:37.850 --> 00:51:52.480

Lisa: in other words, you're not gonna do anything that he or she just told you one of that. So if that's an agreement, and that that can be done. That's fine, if you know. If the attorney still wants to push, or you know, move whatever direction.

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00:51:52.480 --> 00:52:04.110

Lisa: You really need to think of your ethical obligation. You need to be objective. You need to be well informed, and you may just want to say to this individual, you know. I just don't think.

324

00:52:04.310 --> 00:52:13.830

Lisa: You know i'm a good match for you. You need to go ahead and contact other individuals, and you know. See what what you can do and flat. I'll say you're not going to do it.

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00:52:14.120 --> 00:52:19.910

Lisa: And now, in my case, I I've had this happen to me, and I just told the attorney I

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00:52:20.070 --> 00:52:31.280

Lisa: understand what you're saying. However, you are actually asking me to violate ethical standards that I have in my national certifications

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00:52:31.300 --> 00:52:32.950

Lisa: which I will never do.

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00:52:33.060 --> 00:52:40.470

Lisa: so I really appreciate the call. Thank you very much, but this is not going to be amenable, and it's not going to be workable.

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00:52:40.590 --> 00:52:42.730

Lisa: and that was the end of that.

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00:52:44.180 --> 00:53:04.290

Lisa: So standards and ethics are first and foremost at all times in educating an individual is a great opportunity. Had that individual said, okay, okay, I'm: sorry. I'm sorry. I didn't quite mean that, or backed off, or whatever there might have been a potential for a working relationship. But other than that, there really Isn't.

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00:53:04.990 --> 00:53:06.440

Lisa: That's just my comment.

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00:53:06.680 --> 00:53:08.130

Sonia Peterson: Thank you, Lisa.

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00:53:08.720 --> 00:53:20.480

Sonia Peterson: How about the the second ethical dilemma here and attorney contacts the vocational expert with the potential referral and tells the vocational expert what they expect. The findings

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00:53:20.490 --> 00:53:26.820

Sonia Peterson: and you and opinions will be anybody from the panel.

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00:53:26.930 --> 00:53:35.120

Roderick Stoneburner: And the way I resolve that issue in family law. I I to tell both attorneys and and both

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00:53:35.500 --> 00:53:37.240

Roderick Stoneburner: both parties involved.

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00:53:37.340 --> 00:53:46.340

Roderick Stoneburner: I say, I don't know you. I don't want to know you. I don't care about you. I don't care about the other person. My job is to collect the data

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00:53:46.340 --> 00:54:09.520

Roderick Stoneburner: right? My evaluation report is objective objectively as follows: I follow my own models, my own criteria for measurement, and what I see is what you get, and if you don't want me to do the evaluation. Now's the time for you to say so and find somebody else. I can't help you if you want me to come up with an answer that you're looking for.

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00:54:09.600 --> 00:54:12.350

Roderick Stoneburner: and in most cases of my evaluations

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00:54:13.210 --> 00:54:18.300

Roderick Stoneburner: I use kind of an academic approach, which is the null hypothesis.

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00:54:18.460 --> 00:54:33.730

Roderick Stoneburner: In other words. I don't know what the outcome is going to be. I'm going to collect the data and arrive at that, and that, and that's how I deal with that issue. I don't know how it's going to come out. I'll look at the data. I'll do my evaluation. I'll do my assessment.

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00:54:33.950 --> 00:54:43.770

Roderick Stoneburner: and it's a busy week thing. What I see is what you get, and you have to live with that. And if I go to deposition or court, what i'm gonna say is what I saw.

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00:54:44.050 --> 00:54:53.300

Roderick Stoneburner: So be prepared for that. And and with that perspective I never really have an attorney come to me and say, this is what I want you to do.

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00:54:53.360 --> 00:55:00.350

Roderick Stoneburner: and when that does happen i'll listen to the facts of the case and say, I can help you. I can't help you

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00:55:00.680 --> 00:55:02.020

Roderick Stoneburner: and i'm leaving at that.

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00:55:02.060 --> 00:55:03.570

frank: do you? Could you?

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00:55:03.630 --> 00:55:07.270

Sonia Peterson: Oh, can I just jump in real quick? Can you?

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00:55:07.370 --> 00:55:19.640

Sonia Peterson: Can you talk a little bit more in detail about what a vocational expert like the testimony you said family loss that that's typically like divorce proceedings

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00:55:19.900 --> 00:55:21.000

Sonia Peterson: like what?

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00:55:21.120 --> 00:55:33.900

Sonia Peterson: That's what we're Generally speaking, Sonya, we all do the same kind of thing. We collect vocational data about the individual

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00:55:33.900 --> 00:55:48.860

Roderick Stoneburner: we look at where their skills and abilities are have been acquired. We may look at medical factors. If they're involved in family law, sometimes they are, and sometimes they're not. And then we look at the labor market. The whole idea is.

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00:55:48.980 --> 00:56:08.120

Roderick Stoneburner: and in any one of those cases is to look at employability. If there is no medical factors or other adverse factors or residual employability. If there is a vocational impact for medical impairments, and it's all pretty much the same. The difference is

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00:56:08.120 --> 00:56:10.140

Roderick Stoneburner: the referral criteria.

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00:56:10.320 --> 00:56:20.160

Roderick Stoneburner: For example, if a personal injury attorney comes to me they're going to ask me for very specific information consistent with civil law.

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00:56:20.390 --> 00:56:28.580

Roderick Stoneburner: If I go to a family law issue, there's labor code, or there's codes involved

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00:56:28.740 --> 00:56:45.690

Roderick Stoneburner: State law codes involved that talk about what the vocational expert is supposed to measure and not supposed to measure. So you look at measurement criteria. What that person wants you to do, and then you determine how you're going to go about doing that evaluation.

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00:56:45.690 --> 00:56:52.750

Roderick Stoneburner: But if you look back at some of the primary vocational models, like Rick Robinson's, the RAM

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00:56:52.850 --> 00:56:57.740

Roderick Stoneburner: or Tim Fields Rep. Hell. Both of those are models that tell us

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00:56:57.930 --> 00:57:08.320

Roderick Stoneburner: how to collect data, what data we need to collect, and what path path to follow, to arrive at our findings, conclusions, and subsequent opinions.

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00:57:08.690 --> 00:57:17.410

Sonia Peterson: and then it's alum, the the all the information, and so that you know the alimony and so forth, can be

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00:57:17.440 --> 00:57:20.460

Roderick Stoneburner: special support. Yes.

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00:57:37.690 --> 00:57:50.150

Lisa: it really is not about child. Support it's not about parental rights. It's not about really support. What happens is in this type of law. When we testify as experts, there is no jury.

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00:57:50.440 --> 00:57:59.670

Lisa: so we're testifying to the try of fact between the parties and family law just has a a more relaxed feel

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00:58:00.070 --> 00:58:07.990

Lisa: to it than civil litigation, just because it's not supposedly as litigious, although it can be

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00:58:08.010 --> 00:58:18.880

Lisa: so. It just allows, I think, more of a familiarity type, dialogue coming in from the parties. And so

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00:58:18.880 --> 00:58:29.100

Lisa: some of us kind of label that as being more emotional. The cases are more emotionally driven, and we need to stay completely out of all the emotions and stay objected. And in the middle.

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00:58:29.130 --> 00:58:39.270

Lisa: so it. It is just the fact that it is all softer. It doesn't have that jury factor, and so I think attorneys are

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00:58:39.530 --> 00:58:47.980

Lisa: a little bit more comfortable in trying to, you know, advocate stronger for their clients. So we have to be really aware of that.

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00:58:48.000 --> 00:58:52.660

Lisa: Step out of it and stay right in the middle. My opinion.

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00:58:52.720 --> 00:58:56.850

Sonia Peterson: Thank you. You know what we're almost right at 10'clock.

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00:58:59.750 --> 00:59:10.470

Sonia Peterson: I think. Why, don't we just real quick If if this is an area of interest for you. You know we really encourage you to join Ir.

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00:59:10.480 --> 00:59:12.280

Sonia Peterson: There's lots of

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00:59:12.450 --> 00:59:19.860

Sonia Peterson: I are members that are. They really want to mentor new professionals. The I

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00:59:19.980 --> 00:59:35.540

Sonia Peterson: conferences have really good presentations on all. You know these details that we are talking about today. Again, this session is gonna be we? We're recording it, it'll be available.

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00:59:36.780 --> 00:59:38.990

Sonia Peterson: So why Don't

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00:59:39.090 --> 00:59:52.330

Roderick Stoneburner: and I had one real quick thing

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00:59:52.330 --> 01:00:07.410

Roderick Stoneburner: a foot in both areas, both forensics and general vocational evaluation and vocational rehabilitation. It's a great source of understanding extra information, a learning source.

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01:00:07.410 --> 01:00:19.030

Roderick Stoneburner: and it's, I would say it's a very beneficial organization, very inexpensive. You can also get the people to help you with mentoring as well.

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01:00:20.560 --> 01:00:26.630

Sonia Peterson: And then can we go ahead and and the recording, and then i'll give up the CEO.