

EXHIBIT C



June 22, 2010

Dear Jennifer:

The Counselor Education Program faculty is writing this letter as an Addendum to the Remediation Plan that was developed and reviewed on May 27, 2010, then discussed again and signed by you on June 10, 2010. It appears from your statements in recent emails that the faculty's concerns are not altogether clear to you, so we want to make them more explicit.

The content of your moral or religious beliefs is not in question. Everyone is entitled to have and abide by beliefs of their own choosing. We all hold personal values that have been shaped and influenced by a variety of factors: our families, our upbringing, our spirituality, our society.

What the faculty question is your ability to maintain ethical behavior in all counseling situations. Standard A.1.a. of the American Counseling Association (ACA) Code of Ethics, (2005) states that the "primary responsibility of counselors is to respect the dignity and to promote the welfare of clients." Adhering to this first and most fundamental principle of the ethical code means putting the client's welfare at the forefront of your interactions, respecting diversity, and being aware of your own needs and values.

Concerns related to your ability to maintain ethical behavior in all counseling situations arose through faculty interactions with you during classes, papers written by you for classes, and behaviors toward and comments to fellow students in your classes. All of these incidents were described in the Remediation Plan. Statements made in your recent emails have confirmed the faculty's concern. In the June 14 email you said "My Christian moral views are not just about me. I think the Bible's teaching is true for all people, and it shows the right way to live." In the June 16 email, you indicated "I believe the Bible's teachings applies to all people on who they are and how they should act...from that I see that some behaviors are not moral or positive."

These statements indicate that you think certain people should act in accordance with your moral values, and/or that your beliefs are in some way superior to those of others. The belief that you possess a special knowledge about the way that other people should live their lives, and that others need to adopt a similar set of values contradicts the core principles of the American Counseling Association and American School Counselor Association Codes of Ethics, which define the roles and responsibilities of professional counselors. Other related codes are specified on p. 4 of your remediation plan. According to these codes, professional counselors must honor and respect the inherent right of clients to make decisions for themselves and must impartially assist them in this endeavor. Counselors are expected to remain objective in their work and not impose their values on others, thereby helping clients determine their own course of action rather than imposing direction on how or what they decide.

The ASU Counselor Education program is committed to ensuring that graduates both understand and can fulfill their obligations to set personal values aside and empower clients to solve their own problems. As

counselor educators in a CACREP-accredited program, faculty have a duty to ensure that those completing our program will affirm and abide by these ethical codes in all counseling situations.

Although the remediation plan focuses on improving your ability to work effectively with gay, lesbian, bisexual, transgender and questioning (GLBTQ) persons, it is intended to apply to the broader context of multicultural competence. If a counselor cannot realistically set his or her values aside in working with GLBTQ persons, how will he or she be able to counsel other diverse populations in an ethical manner, including anyone who may see the world differently from the counselor's point of view. You state in your email "I don't want to attend all the events about what I think is not moral behavior." This statement suggests that you may have significant difficulties listening to, being in proximity to, attending to, and, therefore, counseling people who display behaviors that you consider immoral.


Your statements indicate that you believe that a counselor's role is to enlighten clients about what the counselor believes to be right and to set them on a path that is consistent with your values. If you were enrolled in a Christian counselor training program, this would not be a conflict, since clients seeking Christian counseling could reasonably expect their counselor to share and promote their common religious views. However, because you are enrolled in a counselor training program that is preparing you for work in public settings, the line between your professional role and your personal beliefs needs to be very clear.

The counseling profession requires its practitioners to recognize that people set and adhere to their own moral compass. The professional counselor's job is to help clients clarify their current feelings and behaviors and to help them reach the goals that they have determined for themselves, not to dictate what those goals should be, what morals they should possess, or what values they should adopt.

Again, the intent of the remediation plan is not necessarily to alter your views about sexual orientation, or about any of your other personal beliefs. It is rather to help you clarify your own values and develop an awareness of your own personal biases and prejudices, so that when your values come into conflict with those of your clients, you will be able to respond appropriately, recognizing that the client's values should always be upheld, not questioned or altered. In this way you will be able to respond in an ethical manner and avoid imposing your personal values on the client. In the process, you will hopefully develop a deeper understanding of the client's worldview and be able to reflect it back to the client, no matter how challenging it may be to your own worldview.

I hope this helps to clarify the role of the professional counselor, the ethical requirements in our field, and the faculty's expectations. The remediation plan will need to be completed as outlined in order for you to continue in the program. Should you choose not to complete the plan, you will be dismissed from the counseling program.

Sincerely,


Mary Jane Anderson-Wiley, Ph.D.
Associate Professor and Coordinator
Counselor Education Program

cc: Dr. Wayne Lord, Department Chair
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