



CASE SWO-0000-0

For the consideration of the  
Association of Social Work Boards

How might your board proceed?

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- **Allegation:** The complaint alleges Respondent (**R**) was inappropriately accessing pornographic websites during work hours.

## Facts:

- **R** was employed at XYZ company. Through the IT department, employer learned **R** was accessing and viewing pornographic websites during work hours.

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## **Facts** (continued):

- The employer's IT department provided many pages of documentation of websites **R** visited. The conduct occurred for a period of approximately three weeks. Many minutes per day were spent viewing pornography.
- **R** admitted the allegations. There is no evidence any clients were affected by or involved in the conduct.

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- **R's** behavior may provide grounds for disciplinary action pursuant to the following codes:
  - Unprofessional conduct.
  - Example of moral turpitude.
  - If the **client** is the employer? Did **R** commit fraud or misrepresentation in violation of a rule? Did personal problems lead to inadequate performance in violation of rules?
  - Other possible rule violations?

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- **Recommendation:** This matter is submitted to the Association of Social Work Boards for determination of how to proceed.

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- What statutes does your jurisdiction have to bring disciplinary action in this case?

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- Do cultural, societal, or religious beliefs possibly influence your response?

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- Who is the client?



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- If **R** was viewing **aswb.org**, **facebook.com**, or **ebay.ca**, would your recommendations or actions be different?

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- Ultimate responsibility in handling complaints is the Board's responsibility.

# Thank You!