

Holy Guacamole:

Ethical Trends and Challenges
Facing the Audiology and
Speech-Language Pathology Community

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Disclosures – Donna Euben

Financial interests relative to today's presentation:

- Donna Euben is an employee of American Speech-Language-Hearing Association

Nonfinancial relationships:

- Donna Euben is the Director of Ethics & Counsel to the ASHA Board of Ethics
- She is *ex officio* to the Board of Ethics

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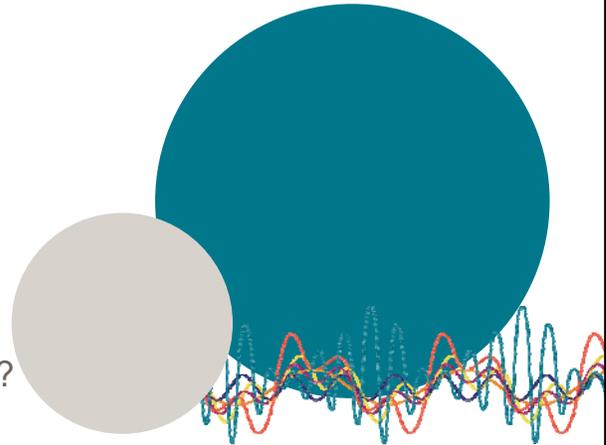
Learning Outcomes

- Examine ethical trends and challenges facing our professions today
- Explore how state licensing boards and professional associations might work together in navigating these challenges



Top 5 Ethical Challenges

1. Use (or Misuse) of Social Media
2. Fraud
3. Use (or Misuse) of Criminal Background Checks
4. Escalating Employer Demands
5. Impaired Practitioners:
Well-Being as an Ethical Obligation?



Our Professions Generally Behave Ethically

- Professional Nurses: 248,663
- Counselors/Marriage/Family Therapists: 17,070
- **Audiologists/SLPs: 1,397**
- Dieticians/Nutritionists: 300
- Recreation Therapists: 2





What Is "Bachelor" Star Cassie's Job?

Cassie, 23, Speech Pathologist

Huntington Beach, CA

Bachelorette Biography

"Cassie grew up at the beach and is an avid surfer. She is currently **completing her degree in speech pathology** and hopes to one day open up a private practice to work with kids. . . ."

Soap Digest News!

Fan Outrage Led to Cassie's Statement

"Cassie . . . made the clarifying statement, she said, so as not to misrepresent herself and said she didn't want to minimize the effort it takes to be a full-fledged **speech therapist**. Cassie said that fan comments on her **misrepresentation** 'were valid' and says she gets it."



REDDIT (posts r/slp): What are your thoughts on a Speech Pathologist Assistant calling herself a Speech Pathologist?

- To me, the **real ethical dilemma** is that anyone watches the bachelor. :)
- **Ethically speaking**, I wouldn't say I'm an SLP on TV if I wasn't yet. I would say "I'm studying to become an SLP" or "I'm an SLPA while in grad school" but not "I'm an SLP."
- **I doubt she is going around trying to find work saying she's an SLP, and if she is, ASHA will deal with her.**



The Use (or Misuse) of Social Media

Ethical Challenge #1



Tweets Have Consequences

Roseanne Barr's tweet referring to Valerie Jarrett, a former Obama Administration official, led to her show being cancelled:

“muslim brotherhood & planet of the apes had a baby=vj”



Social Media Misuse by Teachers

- [Ohio teacher in trouble over Snapchat post about 'These damn kids and parents'](#)
May 17, 2017
- [Case dismissed. Teacher had been charged with spreading Facebook 'threat'](#)
August 2, 2018
- [Teacher fired after calling students losers on Facebook has license suspended](#)
April 13, 2017
- [Teacher Fired for Social Media Posts About Student](#) January 31, 2018
- [A Teacher Was Suspended for Posting a Video of Herself Pole Dancing. But What Are Her Rights?](#) August 24, 2018
- [Teacher fired for allegedly sending student inappropriate photos](#) July 12, 2018
- [Paterson Teacher Suspended Over a Post on Facebook](#) April 1, 2011



Some State Licensing Laws Prohibit “Disparaging Comments” about Colleagues

DELAWARE

9.0 Code of Ethics

9.4.1.3 Licensees shall offer services and products on their merits and should refrain from making **disparaging comments** about competing practitioners or their services and products.

NEVADA

NAC 637B.042 Professional responsibility. [NRS637B.132](#)

A licensee:

6. . . . shall not **disparage** the qualifications of any colleague.

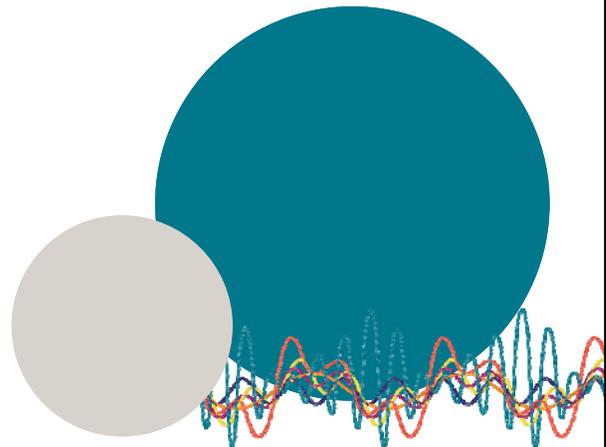


“Verbal Abuse” as a Basis for Potential Discipline?

ILLINOIS

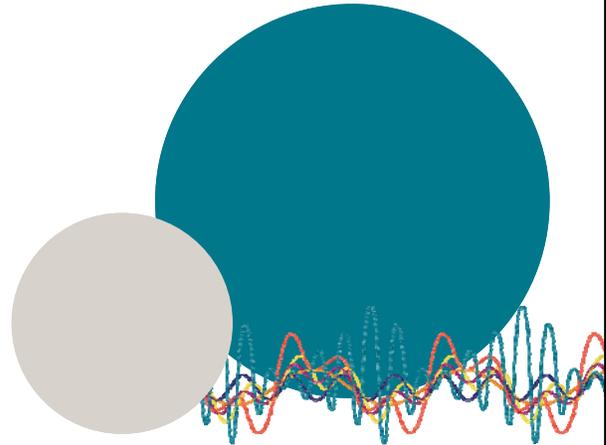
Section 220.1000 Definitions

“Verbal abuse refers to the use by a licensee, employee or agent of oral, written or gestured language that includes disparaging and derogatory terms to patients or within their hearing or seeing distance, regardless of their age, ability to comprehend or disability.”



Board of Ethics Adjudication Findings: Upholding the Dignity of the Profession

In 2016, the Board imposed the sanction of Censure on an audiologist in Oklahoma who referred to a patient and family member in a derogatory manner—as “crazies”—in writing (but not a posting). The Board found that the audiologist failed to uphold the dignity of the profession.



Social Media and the ASHA Code of Ethics

- Posted statements that are offensive and insulting to individuals (or constituencies or organizations) typically **do not alone** violate the Code.
- However, such postings may raise issues of privacy, confidentiality, misrepresentation, and so on.
- One notable exception: **Where statements posted on social media, or elsewhere, violate applicable defamation laws, a Code violation may exist.**

ASHA, The Ethical Use of Social Media, <https://www.asha.org/Practice/ethics/Ethical-Use-of-Social-Media/> (2019).



Partners in Navigating Social Media Ethical Complexities

- To what degree does private information reflect on an individual's profession?
- What are the parameters of appropriate social media relationships between providers and patients?
- How may the ethical obligations of confidentiality and privacy be upheld when students and practitioners seek advice about patients via social media?
- What are different and additional ways credentials, education, and training may be misrepresented on social media?



Fraud

Ethical Challenge #2



An Increase in Health Care Fraud

“We have witnessed an increase in health care fraud in recent years, including Medicare/Medicaid fraud, pharmaceutical fraud, and illegal medical billing practices.”

Testimony of then-Director of the FBI, James B. Comey,
to the Senate Judiciary Committee (December 16, 2015)



Types of Medicare and Medicaid Fraud

There are three main types of Medicare fraud and abuse:

- **Phantom billing**
- **Fraudulent patient billing**
- **Upcoding and unbundling scams**



Fighting Health Care Fraud in 2018

- Over \$2.3 billion in health care fraud judgments and settlements
- 497 defendants were prosecuted and convicted of health care fraud-related crimes
- 918 new civil health care fraud investigations were opened
- 1,203 civil health care fraud matters were pending



Audiology Practice Settles False Claims Act Claims

- In 2018, an audiology practice with branches throughout central New York agreed to pay **\$566,263.08** to resolve allegations that it violated the False Claims Act.
- The allegations included that the audiologists allowed unlicensed individuals to perform audiology exams and then submitted Medicare bills falsely identifying the provider as licensed audiologists.



“Twelve Charged in . . . Largest National Medicare Fraud Takedown in History”

- In 2018, three family members from Texas pled guilty to one count of conspiracy to commit health care fraud and 14 counts of health care fraud.
- They fraudulently billed Medicare **\$5.1 million** for hearing services in nursing homes that were never rendered (or necessary).



Speech therapy for the dead

- In 2018, a South Carolina speech therapist was sentenced to more than 9 years in prison after being convicted in federal court of health care fraud that included bogus claims of speech therapy for dead people.
- She schemed to steal **\$2 million** from federal health care programs. The court also ordered the SLP to pay restitution in the amount of **\$580,937.44**.



Speech-Language Pathologist Sentenced for Medicaid Fraud

- In 2018, a Colorado speech pathologist billed nearly **\$1.3 million** from Medicaid under a 6-year scheme in which she submitted expenses to the state for phony patients and exaggerated the services she provided.
- She was ordered by the state court judge to serve eight (8) years in a community-based prison alternative and ten (10) years on probation.
- She must also pay **\$1.28 million** in restitution.



8 NY Speech Therapists Arrested

In 2018, eight therapists, two of whom were also public-school teachers, were arrested for stealing more than **\$600,000** from Medicaid over 6 years by:

- forging names of children's guardians/ parents on documents,
- submitting thousands of fraudulent session notes, and
- billing for non-existent sessions for developmentally disabled children.

The therapists each faced up to 10 years in prison if convicted.



Health Care Fraud Prevention Efforts: Medicare and Medicaid

- An analytics tool started by Medicare in 2011 helped save **\$1.5 billion** in 2016 by proactively detecting fraudulent claims and improper Medicare payments before the claims were paid to providers.
- Medicaid programs now also have the authority to stop payments to questionable providers and recoup overpayments within 60 days, rather than three years.



Health Care Fraud Prevention: Some State Efforts

States are increasingly focusing on preventing and detecting fraudulent activities early on

- New York has integrated targeted data mining and risk analysis.
- Texas and Kansas have inspectors general offices responsible for all state Medicaid enforcement.
- California requires all new Medicaid vendors to be on probation for 18 months.



The Use (or Misuse) of Criminal Background Checks

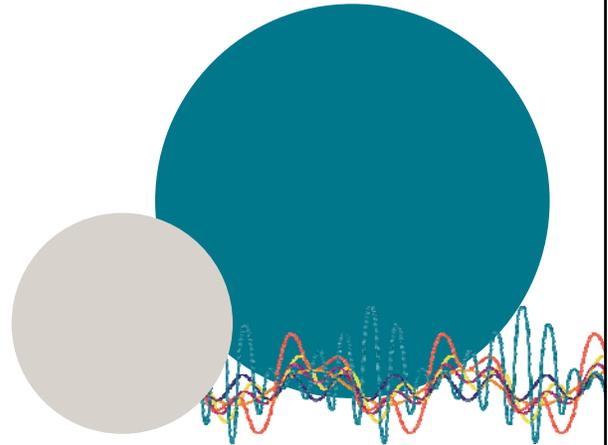
Ethical Challenge #3

Limit Professional Licensing Restrictions Based on Criminal History?

- Approximately 27,000 state occupational licensing restrictions exist for people with criminal records
- 1 in 3 individuals in the U.S. have a criminal record (arrest or conviction).

A Legislative Movement: “Fair Chance Licensing” Reforms

Since 2015, 28 states have passed legislation that makes it easier for former criminals to apply and receive occupational licenses.



Discriminatory Impact of Criminal Background Checks?

“National data [which] supports a finding that criminal record exclusions have a disparate impact based on race and national origin provides a basis for the [EEOC] to investigate Title VII . . . charges challenging criminal record exclusions.” (EEOC)

The “stigma of a prison record” has a “disproportionate impact on Hispanic women and blacks than on whites with prison records.” (NELP)



The Equal Employment Opportunity Commission

Is using criminal background checks discriminatory?

It depends

- “A violation may occur when an employer treats criminal history information differently for different applicants or employees, based on their race or national origin. . . .”
- “An employer's neutral policy (e.g., excluding applicants from employment based on certain criminal conduct) may disproportionately impact some individuals protected under Title VII, and may violate the law if not job related and consistent with business”



Is it an Ethical Violation to Consider Criminal History?

- To not discriminate “on the basis of race, ethnicity or . . . socioeconomic status” (Principle IV, Rule L)
- To not engage in conduct that “adversely reflects on the professions” (Principle IV, Rule D)



The “Good Moral Character” Standard: U.S. Supreme Court

In 1957, the U.S. Supreme Court warned in *Konigsberg v. State Bar of Cal.*, 353 U.S. 252, that vague terms like “moral turpitude” and “good moral character” have the potential to contribute to the arbitrary and discriminatory denial of licenses:

“Such a vague qualification, which is easily adapted to fit personal views and predilections, can be a dangerous instrument for arbitrary and discriminatory denial of the right to practice law.”



Some Occupational Boards Require “Good Moral Character”

- **Louisiana:** “No individual shall be eligible for licensure by the board as an audiologist, unless the individual . . . [i]s of **good moral character.**”
- **Maryland:** “To qualify for a license to practice speech-language pathology, an applicant shall . . . be of **good moral character.**”
- **North Dakota:** “To be eligible for licensure by the board as an audiologist, speech-language pathologist, or speech-language pathology assistant, an applicant shall . . . [b]e of **good moral character.**”

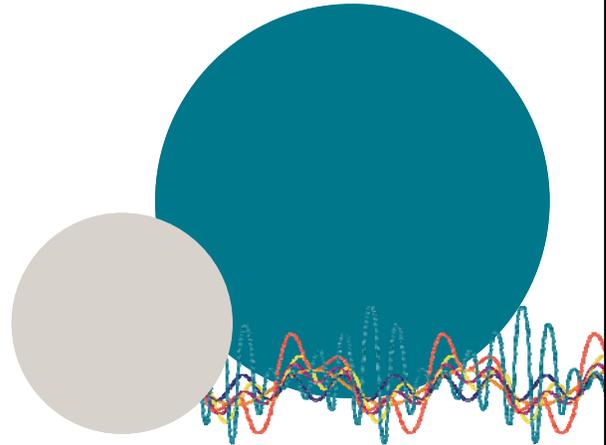


Some States Have Repealed Vague Standards

Repealed in Kentucky

“A person may be denied a license on the grounds that he does not possess good moral character.”

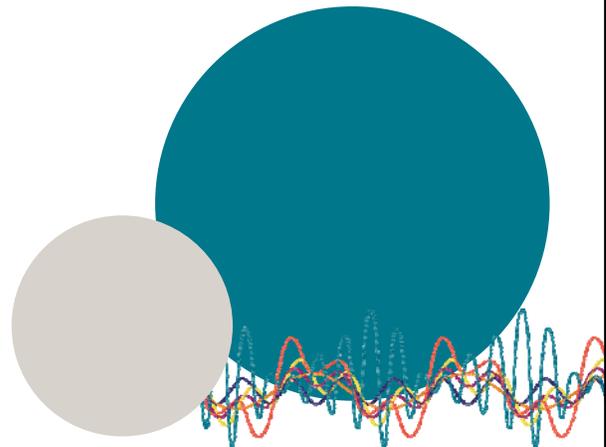
KRS 335B.040 (repealed via KY S.B. 120 (2017))



Permanent Revocation of Car Salesman's License for "Serious" Crime Struck Down

“We are troubled by how the [state licensing] Board reached and justified its draconian result. As an initial matter . . . the Board's approach seemingly assumes bad moral character forever and no possibility of rehabilitation such that permanent revocation becomes the only possible result.”

Levorgood v. Bureau of Professional and Occupational Affairs, No. 947 C.D. 2017 (Pa. Commw. Ct., 2018)

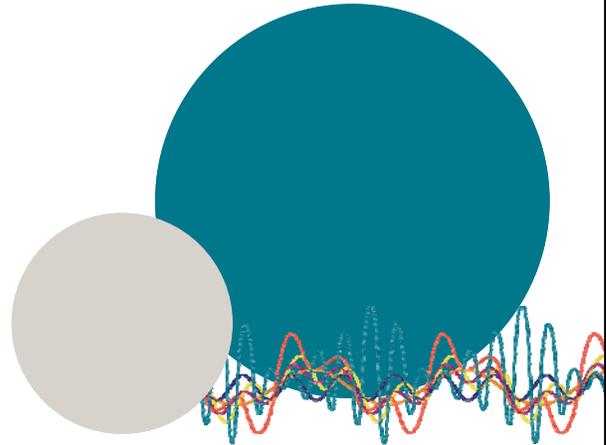


Avoid Blanket Bans

Repealed in Kansas:

While a licensing board “may consider any felony conviction of the applicant, . . . such a conviction shall not operate as a bar to licensure, certification or registration.”

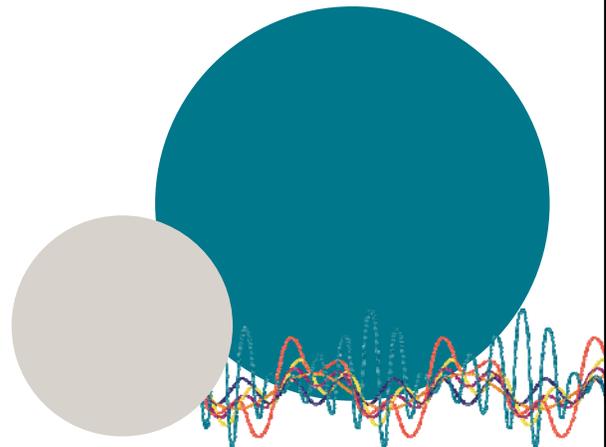
KS Stat § 74-120 (2017)



Permanent Ban on Child Care Provider's License for Misdemeanor Upheld

The Wisconsin Supreme Court found a “rational basis” existed for the state legislature to establish an absolute ban on certain misdemeanor convictions for child care providers, despite the law’s “sweeping nature” and “harsh results.”

Blake v. Jossart, 370 Wis.2d 1 (Wis., 2016).



Since 2015, **10 states** have passed laws striking down the use by occupational licensing boards from using vague standards like “good moral character” or “moral turpitude” to deny licenses for ex-offenders.

.....
 Many states are striking down vague standards.

Relationship Between the Former Crime and Occupation?

New Jersey:

Licensing authorities may disqualify an applicant only if the conviction “relates adversely to the occupation” and they must explain how various factors “relate to the license.”

NJ Stat. Ann. Sec. 2A:168A-2

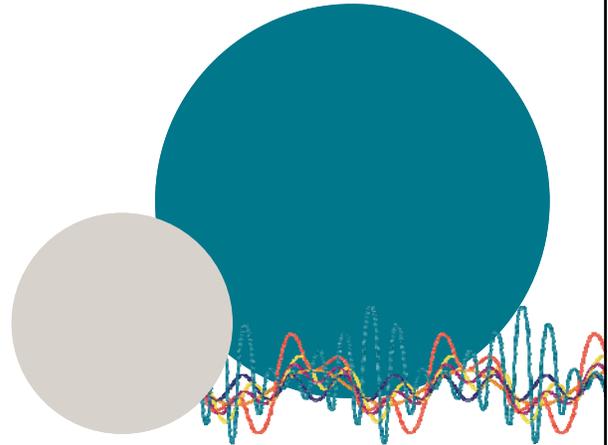
Massachusetts:

An individualized assessment is made, considering 16 factors, including: “Whether there is a significant relationship between the conduct which gave rise to the criminal conviction or disciplinary action and the nature of the activities which the applicant will be authorized to perform if the registration is granted.”

Mass. 260 CMR 2.02(6)(k)(2016)

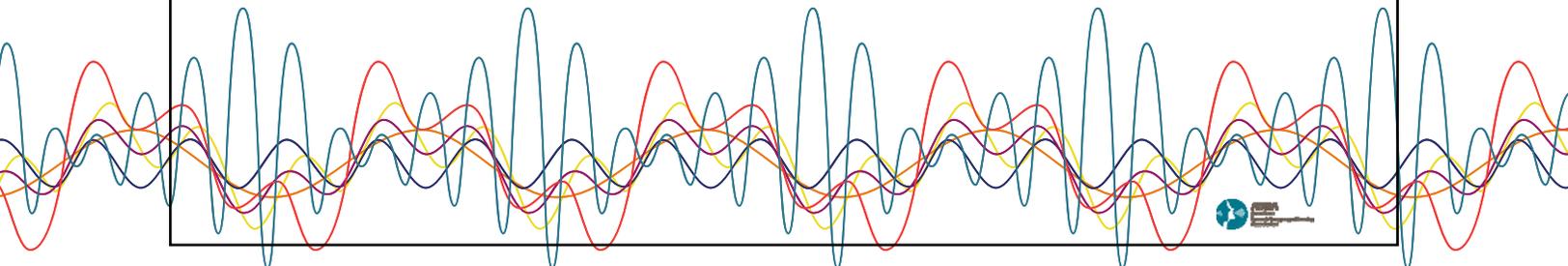
Criminal Record Directly Related to the Occupational License?

Since 2015, **11 states** restrict licensing boards from denying ex-offenders an occupational license unless the board determines that the applicant's criminal record is directly related to the license sought.



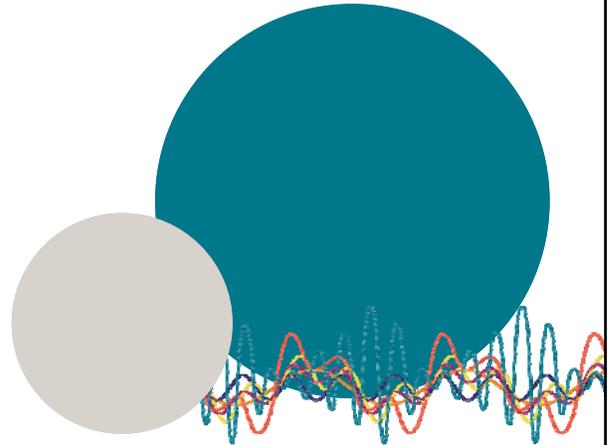
Escalating Employer Demands

Ethical Challenge #4



“Productivity demands . . . can be sources of tension in the workplace.”

“Practitioners are challenged to maintain higher caseloads to offset decreased per-client reimbursement yet manage direct and indirect (e.g., documentation) client-related care in less time than previously available, while still meeting quality standards for appropriate clinical services.”



EMPLOYER DEMANDS

Pros and Cons of Being a
Speech Language Pathologist
by Julia Kuhn

“The demands placed on clinicians to maintain productivity standards and caseload requirements can be stressful and lead to burnout. . . . While the work of an SLP is rewarding, the demands put on us by employers make it harder to find joy in our work. . . .”

Kuhn, J. (2018, July 17). Pros And Cons Of Being A Speech-Language Pathologist. *The Travelling Traveler*. Retrieved from <https://www.thetravelingtraveler.com/pros-and-cons-of-being-a-speech-language-pathologist/>



“When the Boss Wants You to Do Something Unethical”

Daniel Victor, New York Times
(July 6, 2017)

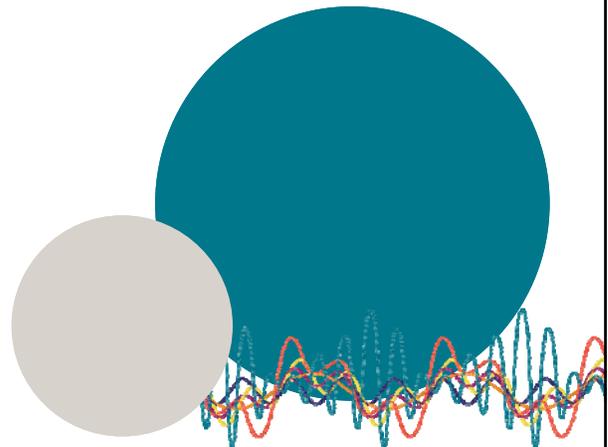
Ethically compromising requests might include:

- Using culturally insensitive tests to “qualify” a child for service
- Requesting additional increments of treatment to cover travel expenses
- Providing treatment as a result of family/parent insistence, with which you disagree
- Providing treatment without the requisite training or experience



Employer Demands on Educational Audiologists

In 2018, educational audiologists had a **median monthly caseload size of 60**, up from 50 in 2010, up from 55 in 2014, and the same as in 2016.



Employer Demands on School-based Audiologists

- 23% Adhering to administrative or regulatory mandates
- 9% Completing Medicaid billing
- 23% Compromising quality of services
- 11% **Feeling pressured by an employer, administrator, or supervisor to provide or deny a service, report scores, etc., that would be in violation of the ASHA Code of Ethics**



Employer Demands on School-Based SLPs

The median caseload for school-based SLPs was 48 students, with the smallest median caseload in New York (30) and the largest in Indiana (76).



Employer Demands on SLPs in Health Care

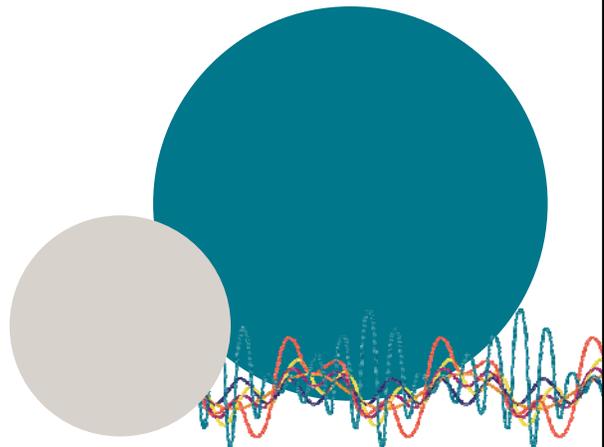
In the past 12 months, SLPs reported feeling “pressured by an employer or supervisor” to:

- 14.4% Discharge inappropriately (e.g., early or delayed)
- 13.9% Provide inappropriate frequency or intensity of services
- 12.2% Provide evaluation and treatment that are not clinically appropriate
- 8.2% Provide services for which you had inadequate training and/or experience
- 4.3% Alter documentation for reimbursement



Employer Demands May Trigger Ethical Violations

“Overriding or ignoring clinical judgment through administrative mandates, **employer pressure to meet quotas, or inappropriate productivity standards** may be a violation of payer rules, may be in conflict with state licensure laws, and may even constitute fraud.”



The Impaired Practitioner

Ethical Challenge #5

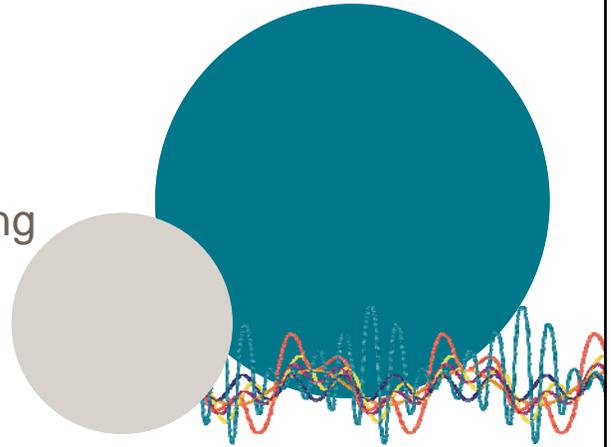
Who is an “Impaired Practitioner”?

“Individuals whose professional practice is adversely affected by substance abuse, addiction, or other health-related conditions are impaired practitioners and shall seek professional assistance and, where appropriate, withdraw from the affected areas of practice.”

ASHA Code of Ethics (2016), Principle I, Rule R

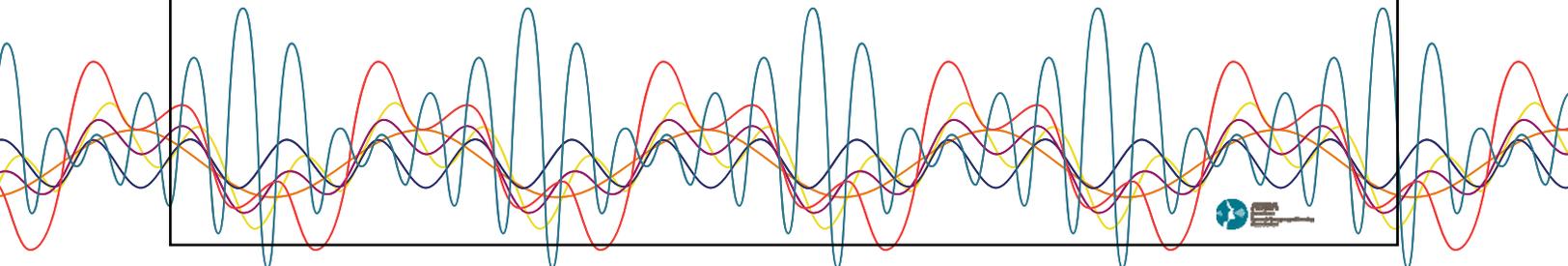
The Impaired Practitioner: Emerging Challenges

- Burnout/Stress
- Well-Being as an Ethical Obligation?
- Eliminating Stigma of Seeking Mental Health Support
- Dealing with Medical Marijuana?



Burn Out and Stress in the Professions

“Members of ‘helping’ professions more often succumb to burnout than other professions, due to the caring of the work. For audiologists and SLPs, stress triggers can include large and growing caseloads, productivity requirements, time-management difficulties, paperwork and changing health care regulations.”



Burn-Out an “Occupational Phenomenon”

- In 2019, the World Health organization included burn-out as an “occupational phenomenon.”
- Burn-out has been defined as “a state of physical and mental exhaustion” that “is caused by long-term involvement in an emotionally demanding situation.” It was noted that “[m]ost signs of burnout are psychological and therefore not outwardly apparent.”



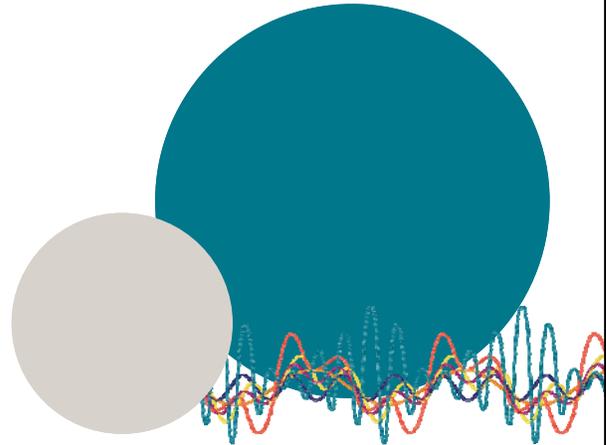
Career Survey Says Audiologist Third Least-Stressful Job

- In 2018, audiology was listed the third least-stressful job in an annual survey conducted by CareerCast.com.
- Audiology, with a stress factor of 7.22, moved up one spot from its fourth least-stressful job listing in 2017: Only hair stylists (#2) and diagnostic medical sonographers (#1) have less stress.
- As a comparison, the top three most-stressful jobs were: third-place airline pilot (with a stress rating of 61.07, second-place firefighter (72.43 rating), and the most stressful job, enlisted military personnel (72.47 rating).



“The burnout is real . . . and I don’t even have my CCCs yet.”

“I’m literally feeling so burned out, and many of my lunch breaks lately consist of me sitting out in my car and trying to pull myself together enough to go back inside and finish the rest of my day.”



Work Stress for Audiologists

In 2018, educational audiologists reported:

- **66%** of audiologists reported that budget constraints were their greatest/one of their greatest professional challenges
- **23%** of audiologists identified adhering to administrative or regulatory mandates and compromising quality of services as issues that presented them with significant ethical challenges



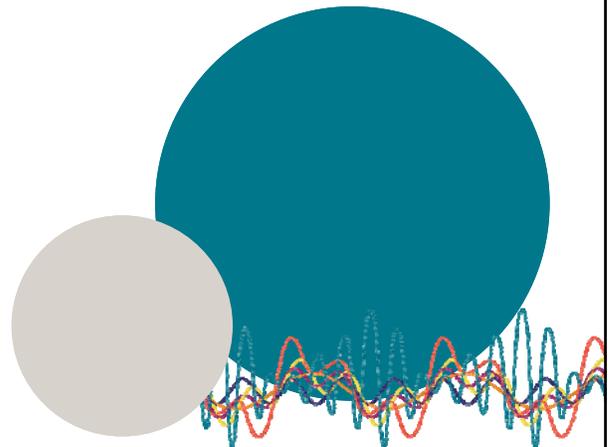
Why Do Audiologists Leave Their Jobs?

- 55.6% Dissatisfaction with boss/leadership
- 33.8% Lack of work-life balance
- 45.1% Lack of appreciation/recognition



Stress of Student Debt on Audiologists

In 2018, 22% of audiologists reported having unpaid student debt. The median amount owed was \$60,000, up substantially from \$44,983 in 2016.



SLP Student Debt Payment Pressures

The average student debt for SLPs who were employed in health care was \$53,958.

The median amount of unpaid student debt for school-based SLPs was \$30,000, and the mean was \$42,934.



Increasing Burnout = Moral Injury?

“[W]e took an oath to put the needs of our patients first, yet we face competing demands from an increasingly profit-driven and complex system. . . . We work within this system for the interests of the individual patient, and this puts [the audiologist and SLP] in the center of the conflict. . . . **Navigating an ethical path among such intensely competing drivers [e.g., insurance companies, patients’ needs, liability risk, device companies, etc.] is emotionally and morally exhausting.**”



Professional “Well-Being”

“Promoting physician well-being, which is not only important for physicians’ health, but also that of their patients, ensures that physicians are able to provide the best possible care for their patients. A lack of well-being contributes to lack of empathy and medical errors. . . .

Thus, for the best interests of patients and the profession, it is an ethical and professional obligation to promote physician well-being.”



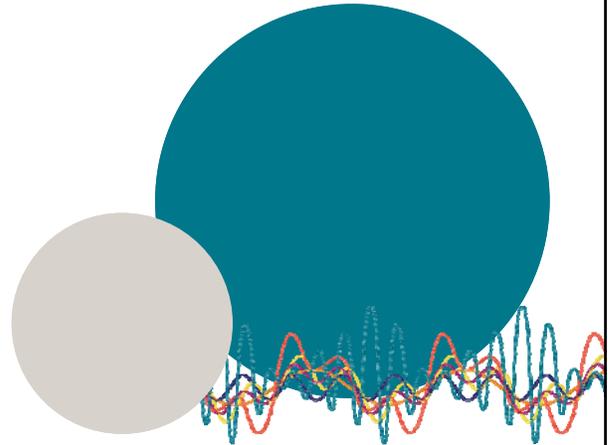
Ethical Duty of Competence Includes Well-Being?

“Lawyer well-being” is “an indispensable part” of “the lawyer’s ethical duty of competence.”



Partners in Navigating Our Professions Well-Being

Should audiologist and SLP well-being be reflected as an ethical obligation in our professions' duty of competence?



The Stigma of Seeking Mental Health Help

“Research has found that many state medical boards persist in probing licensure applicants about their history of treatment for mental health instead of focusing on their current fitness to practice . . . Such questions can deter physicians from accessing needed care and contribute to the stigma around mental health care.”



“Encourage state licensing boards to require disclosure of physical or mental health conditions only when a physician is suffering from any condition that currently impairs his or her judgment or that would otherwise adversely affect his or her ability to practice medicine in a competent, ethical, and professional manner, or when the physician presents a public health danger.”



State Licensing Boards' Mental Health Queries that Avoid Stigma

Virginia Application: “Do you currently have any mental health condition or impairment that affects or limits your ability to perform any of the obligations and responsibilities of professional practice in a safe and competent manner?”

Iowa Application: “[Have you] [d]eveloped a **medical condition** which in any way impairs or limits your ability to practice your profession with reasonable skill and safety?”



Use of Medical Marijuana = Impaired Practitioner?

Does the proper use by service providers of medical marijuana, in and of itself, make them impaired practitioners?



Medical Board of California “Guidance” on Physician Use of Medical Cannabis

“The Medical Board of California has no formal policy regarding a physician’s use of cannabis for medicinal [or recreational] purposes. The Board must follow the law, which states if a physician is impaired, the Board can take disciplinary action. A doctor cannot be impaired when treating patients, whether or not the medication is prescribed to them”



Some Ethical Questions Triggered by the Potential Use of Medical Marijuana

- Is it professional misconduct for practitioners to practice while under the influence of medical marijuana—whether or not it impairs the judgment of the provider?
- Would it impair the professional conduct of some providers not to use medical marijuana to treat their health matter?
- The use of medical marijuana remains in users' bodies for several days: Would bans or restrictions on the use of medical marijuana then apply to providers' personal as well as work time?
- Correspondingly, would there be an ethical duty of colleagues to report when a provider is seen using medical cannabis—before, during or after work?



Meeting the Challenges

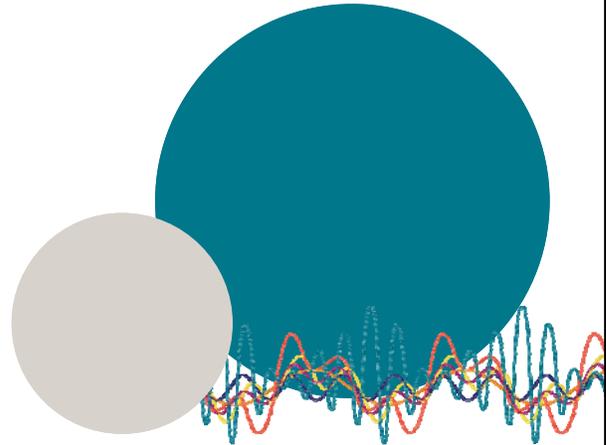
Some Proposed Next Steps

State Licensing Board and
Professional Associations:
Partners in Promoting Ethics
in the Community



Working Together: Potential Next Steps for Our Community

- Ethics Education for the Next Generation in the Professions
- Promote Continuing Education on Ethics
- Exchange Decisions and Settlement Agreements on Disciplinary Actions Taken Against Individuals
- Reinforce Obligation on Part of Disciplined Individuals to Notify Professional Associations



Partners in Enforcing Ethical Conduct

- State licensing boards and professional associations both have roles in protecting the public by enforcing ethical obligations.
- They are, however, different (albeit sometimes overlapping) roles:
 - Constituencies
 - Jurisdiction
 - Enforcement mechanisms
 - Sanctions
 - Sometimes analysis/rationale





“We must be concerned about the effects of ethical uncertainty on our patients and on the public. . . .”
Patients may actually be harmed if audiologists and SLPs “possess only a surface-level understanding of ethics, and as a result have difficulty identifying ethical tensions in their practice.”

Ethics Education for the Next Generation of Audiologists and SLPs

- The professions need a “renewed emphasis” on ethics education for future practitioners to provide them the sensitivity and skills to actually “navigate . . . challenging ethical situations as a form of practice-based learning.”
- “[M]ost of the formal writing on [ethics in audiology] . . . focused upon ethical principles and guidelines, and not everyday ethical tension relating to industry.”



Ethics Education Outreach

- Inviting future practitioners to attend open board meetings;
- Attending and/or participating in communication sciences' on-campus career panels; and
- Serving as adjunct faculty members and/or guest lecturers on campus.



Promote Continuing Education Units in Ethics

“Continue to reinforce the need for audiologists and SLPs to receive initial and on-going training on their professional codes of ethics and state licensing board requirements through regulations and education.”



2020 Audiology and Speech-Language Pathology Certification Standards

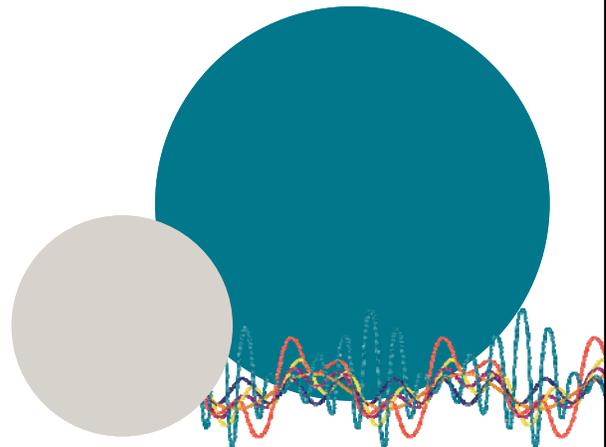
Effective: January 1, 2020

- **Who?** All individuals who hold the CCC-A and/or CCC-SLP.
- **What?** Out of 30 required professional development hours for certification maintenance, **at least 1 hour must be in the area of ethics.**
- **When?** Beginning with certificate holders in the January 1, 2020–December 31, 2022 certification maintenance interval.
- **How Often?** Each 3-year maintenance interval.



Reinforce Disciplined Providers' Self-Report Ethical Obligation

When settlement agreements provide **“notify ASHA and other professional associations of this disciplinary action,”** clarify that the obligation rests with the disciplined individual to self-report.



Partners in Protecting the Public

Exchange decisions between
boards and associations

1. Reinforce the gravity of ethical obligations
2. Avoid “end runs” and “forum shopping”
3. Identify emerging issues
4. Ensure consistent protection of the public



Online Public Disclosure of Sanctions

www.asha.org/practice/ethics

Ethics Resources

Verify the public ethics violation history of an individual who holds or who held the Certificate of Clinical Competence in Audiology (CCC-A) or Speech-Language Pathology (CCC-SLP).

Verify ASHA Public Ethics History



ASHA Certification and Ethics Verification

This is a Primary Source Verification (PSV) for the Certificate of Clinical Competence (CCC) in the fields of audiology and speech-language pathology.

Enter a valid ASHA Account Number or search by an individual's name and location to verify the status of an individual's Certificate of Clinical Competence in Audiology (CCC-A) or Speech-Language Pathology (CCC-SLP), and Ethics History.

How would you like to verify certification and Ethics?

* Verify by ASHA Account Number © Verify by Name and Location

8-digit ASHA Account Number *(Required)*

Verify Certification



Questions & Discussion



Contact Donna Euben, Esq.: deuben@asha.org

Contact ASHA Ethics: ethics@asha.org

Resources: <https://www.asha.org/practice/ethics/>



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