

**21 NCAC 68 .0512            RESPONSIBILITY OF SUPERVISOR TO SUPERVISEE**

A professional who has received a credential from the Board and who is serving as a clinical or practice supervisor shall:

- (1) Be aware of his or her influential position with respect to supervisees and therefore not exploit the trust and reliance of such persons.
- (2) Avoid dual relationships that could impair professional judgment, increase the risk of exploitation, or cause harm to the supervisee. To implement this standard the supervisor shall not:
  - (A) Instruct or supervise family members who are related by blood to the second degree or marriage or a person living in the supervisor's household;
  - (B) Provide therapy or therapeutic counseling services to supervisees; or
  - (C) Solicit or engage in sexual activity or contact with supervisees during the period of supervision.
- (3) Be trained in and knowledgeable about supervision methods and techniques.
- (4) Supervise or consult only within his or her knowledge, training, and competency.
- (5) Guide his or her supervisee to perform services responsibly, competently, and ethically. As authorized by the supervisee's employer, the supervisor shall assign to his or her supervisees only those tasks or duties that these individuals can be expected to perform competently, based on the supervisee's education, experience, or training, either independently or with the level of supervision being provided.
- (6) Not disclose the confidential information provided by a supervisee except:
  - (A) As mandated by law;
  - (B) To prevent harm to a client or other person involved with the supervision;
  - (C) In educational or training settings where there are multiple supervisors, and then only to other professional colleagues who share responsibility for the performance or training of the supervisee; or
  - (D) If consent is obtained.
- (7) Establish and facilitate a process for providing evaluation of performance and feedback to a supervisee. To implement this process the supervisee shall be informed of the timing of evaluations, methods, and levels of competency expected. Supervision documentation shall be signed by the supervisor and supervisee and include the date, time, duration, method, and topic of the supervision session.
- (8) Not endorse supervisees for credentialing, employment, or completion of an academic training program if they believe the supervisees are not qualified for the endorsement. A supervisor shall develop a plan to assist a supervisee who is not qualified for endorsement to become qualified.
- (9) Make financial arrangements for any remuneration with supervisees and organizations only if these arrangements are clear and in writing. All fees shall be disclosed to the supervisee prior to the beginning of supervision if practicable.

*History Note: Authority G.S. 90-113.30; 90-113.33; 90-113.38; 90-113.39; 90-113.40;  
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