

Ethics and Impairment Committee (EIC)

Last revised: 08/21/2025

Co-Chairs: Michael Donner, PhD & Julie Stahl, MD

Contact Info:

To learn more about the Ethics & Impairment Committee (EIC) scope of offerings and potentially request a consultation, please contact one or both of the EIC Co-Chairs:

Michael Donner, PhD

(510) 655-1278x1

mbds@sbcglobal.net

Julie Stahl, MD

(415) 441-7342

jstahlmd@gmail.com

FAQ:

Who can contact the SFCP Ethics & Impairment Committee (EIC) for consultation?

The SFCP Ethics and Impairment Committee (EIC) is available to assist *SFCP members, staff, instructors, program participants, patients of SFCP members, and other members of the public* who are seeking consultation to clarify ethical concerns or dilemmas arising in the context of SFCP members, instructors, or clinical consultants acting in their professional capacity or in their role as a representative of SFCP.

What kinds of questions/concerns can the EIC address?

The EIC offers consultation regarding *any question or concern in which ethical standards may apply*. You do not need to have a formal complaint to consult with the EIC, and no action need be taken unless you wish to do so. The primary role of the EIC is to offer resources and relevant expertise to help you think through ethical dilemmas and possible courses of action. The [SFCP Code of Ethics](#) is used to guide all EIC

consultations, and the EIC can also share resources from outside agencies (i.e. licensing boards, etc). See the **EIC Guidelines & Procedures** below for a full description regarding the scope of what the EIC can offer.

What will happen if I contact the EIC?

The first step of a consultation with the EIC involves a phone call with one or both of the EIC co-chairs to: (1) understand a little more about your question/concern; (2) explain what resources and support the EIC can offer; (3) discuss what that process will look like. In some cases you may feel that this call addressed your question/concern, or, alternatively, you may wish to develop a plan for further consultation and facilitated support. This initial phone call is an opportunity for you to ask questions to determine whether the EIC's services are a good fit, and whether you wish to proceed further with more in-depth consultation. See the full description of the **EIC Guidelines & Procedures** below for more detail.

Note: We encourage you to have an exploratory phone call with the EIC as well as other SFCP support committees (e.g. [Learning & Reconciliation Committee](#), [Ombuds Committee](#)) to learn more about what each committee can offer and to maximize the support you receive.

Is my consultation with the EIC confidential?

The initial conversation with the EIC Co-Chair(s) is confidential within that committee, with the exception of situations in which individuals are potentially at risk of acute harm and/or other mandated reporting requirements. As the consultation proceeds, you may choose to discuss your concern with others who are in a position to offer help. The EIC is available to offer consultation, support, and facilitation of conversations with others inside and outside of SFCP. See the full description of the **EIC Guidelines & Procedures** below for more detail regarding the limits of confidentiality.

Will the EIC investigate and adjudicate complaints, and/or recommend disciplinary action?

No. As of the 2025-26 academic year the EIC is transitioning from an adjudicative model to a consultative model. The EIC now offers consultation, support, and facilitation ONLY and will not investigate/adjudicate complaints. The primary role of the EIC is to offer resources, consultation, and support regarding potential steps you can take within SFCP (and with outside agencies/licensing boards where relevant) in order

to address your concern. If you wish, you can request that the EIC facilitate conversations between you and other individuals within/outside SFCP.

Ethics and Impairment Committee (EIC) Guidelines & Procedures

Purpose & Function of the EIC

The purpose of the Ethics and Impairment Committee (EIC) is to assist SFCP members, staff, instructors, program participants, patients of SFCP members, and other members of the public who are seeking consultation to clarify ethical concerns or dilemmas arising in the context of SFCP members, instructors, or clinical consultants acting in their professional capacity or in their role as a representative of SFCP. The scope of the consultation includes:

- The EIC aims to support individuals who are seeking consultation regarding ethical concerns or dilemmas by providing informational resources regarding official bodies within SFCP and outside SFCP (e.g. governing Boards, licensing organizations and their ethics committees, etc)
- The EIC attempts to identify ethical standards and other relevant resources that apply to the situation and offers confidential consultation to assist individuals in their decision-making process, including the generation of possible options for action.
- The EIC is available to facilitate conversations between the individual and relevant persons within and outside of SFCP if desired.
- The EIC does not advocate on behalf of any party; does not formally or informally adjudicate complaints; and does not have authority to enforce any disciplinary action within or outside of SFCP.
- The EIC is one of several committees at SFCP charged with assisting individuals with their concerns, including the [Learning and Reconciliation Committee](#) and the [Ombuds Committee](#). The EIC will assist individuals in directing their concerns to the appropriate committee, if desired.

Constitution of the EIC

The EIC is composed of a minimum of two co-chairs and additional members drawn from the SFCP membership who have demonstrated an interest in ethics and ethics consultation and a capacity for thoughtful collaboration. On a case by case basis, the EIC will consult with individuals who have subject matter expertise or represent diverse identities and perspectives. Members of the EIC will engage in ongoing dialogue to advance their awareness of the relevant ethics codes, SFCP organizational structure and resources, and role of outside bodies such as national organizations and licensing boards. Organizationally, the EIC will report directly to the President but will not attend Management Team meetings in order to preserve objectivity to the greatest extent possible.

Rules & Procedures of the EIC

Prior to the initiation of a consultation, individuals who contact the EIC will be given a link to this document ([EIC Guidelines & Procedures](#)) which describes the purpose and function of the EIC consultation and includes the rules, procedures and limitations of the EIC consultation described below:

SFCP Code of Ethics

- The [SFCP Code of Ethics](#) is used to guide all EIC consultations.
- SFCP has adopted the American Psychoanalytic Association (APsA) Code of Ethics, and this code applies to **all SFCP-related activities** including patient care, SFCP classroom settings, clinical consultations, committee work, and other programs, regardless of whether the individuals involved are members of APsA or members of SFCP.
- Note: Though the APsA Code of Ethics has been adopted by SFCP to guide SFCP activities, neither APsA as an organization nor the APsA Ethics Committee are directly involved in the EIC consultation process.

Limits of Confidentiality

Individuals consulting with the EIC have a right to confidential consultation. The EIC will not disclose the identity or individually identifiable information about individuals consulting with the EIC without written consent, with the following exceptions:

- If the EIC member becomes aware that an individual poses a credible threat of serious harm to an identifiable person or persons, the EIC member will warn that person and notify the police;
- If the EIC member has a reasonable suspicion that child abuse or neglect, or abuse of a dependent adult or of an elder is occurring, a report will be made to the designated agency;
- If the individual consulting with the EIC seems dangerous to themselves or others or is unable to care for themselves, the EIC member may take whatever steps necessary to protect the welfare of the individual(s) involved.
- EIC members will consult with each other, and on a case by case basis will consult with other individuals who have subject matter expertise or represent diverse identities and perspectives relevant to the situation. The EIC will not consult with anyone who has a conflict of interest that might result in a loss of objectivity.

Every effort will be made to use discretion in order to protect the privacy of everyone involved to the greatest extent possible.

Limits of the EIC Consultation

- The EIC does NOT advocate on behalf of individuals bringing questions/concerns nor advocate for other parties
- The EIC does NOT adjudicate complaints or offer legal advice
- The EIC does NOT have authority to censor, remove, or otherwise discipline anyone within or outside the SFCP organization

Option to Grant Permission for EIC Facilitation

- Individuals consulting with the EIC have the option to request that the EIC facilitate conversations with relevant parties within and outside of SFCP in order to address their concern.

Other Functions of the EIC

The EIC may provide education and training to the larger SFCP community as needed on issues related to ethics and ethical practice.
