

# COMPILATION OF RESOLUTIONS ADOPTED BY THE ASSOCIATION

1991 - 2000

## April 12-13, 1999 Governing Council Meeting

If we, the members of the American Counseling Association, are to turn our desires to help others into reality, we need to turn these desires into action. It is not only our responsibility to help the men, women, and children with whom we come into daily contact but it is imperative to befriend and give hope to those faceless masses who are denied the most basic of human rights. Saving the moral fabric of decent and caring societies depends solely on an impartial application of a single standard of human rights for everyone independent of political factions, ideologies, affectional orientation, or religious creeds. THEREFORE

WHEREAS, The Preamble of the *Ethical Standards for the American Counseling Association* state that we "...recognize diversity in our society and embrace a cross-cultured approach in support of the worth, dignity, potential, and uniqueness of each individual," and

WHEREAS, Standard A.2.a. *Respecting Diversity – Nondiscrimination*, states that we "...do not condone or engage in discrimination based on age, color, culture, disability, ethnic group, gender, sexual orientation, marital status, or socioeconomic status;" and

WHEREAS, Standard A.2.b. *Respecting Diversity – Respecting Difference*, states that "counselors will actively attempt to understand the diverse cultural backgrounds of the client with whom the work. This includes, but is not limited to, learning how the counselor's own cultural/ethnic/racial identity impacts her/his values and beliefs about the counseling process"; and

WHEREAS, Standard C.5.a. *Public Responsibility – Nondiscrimination*, states that "Counselors do not discriminate against clients, students, or supervisees in a manner that has a negative impact based on age, color, culture, disability, ethnic group, gender, sexual orientation, marital status, or socioeconomic status, or for any other reason;" and

WHEREAS, The mission statement of the American Counseling Association states that our stability as an organization is based on social responsibility; and

WHEREAS, The *Guidelines for Providers of Psychological Services to Ethnic, Linguistic and Culturally Diverse Populations* (APA), Office of Ethnic Minority Affairs, designates the responsibilities by members in providing cultural relevant services; and

WHEREAS, To safeguard our impartiality and ensure the full protection of human rights for all people, in the event of non-agreement regarding issues of human rights;

THEREFORE, BE IT RESOLVED, That the American Counseling Association supports the doctrine of the United Nations Universal Declaration of Human Rights.

### **March 26-27, 1989 Governing Council Meeting**

The American Counseling Association affirms the following principles with regard to treatments to alter sexual orientation:

1. That homosexuality is not a mental disorder (American Psychiatric Association, 1973; Bayer, 1981);
2. That counselors "do not condone or engage in discrimination based on ... sexual orientation (A.2.a) and "do not discriminate against clients, students, or supervisees in a manner that has a negative impact based on their ... sexual orientation ... or for any other reason" (C.5.a) (Code of Ethics and Standards of Practice, 1997);
3. That counselors "will actively attempt to understand the diverse cultural backgrounds of the clients with whom the work (Code of Ethics and Standards of Practice, 1997, A.2.b.);
4. That counselors "inform clients of the purposes, goals, techniques, procedures, limitations, potential risks, and benefits of services to be preformed" (Code of Ethics and Standards of Practice, 1997, A.3.a.);
5. That "clients have the right to refuse any recommended services and be advised of the consequences of such refusal" (Code of Ethics and Standards of Practice, 1997, A.3.a);
6. That counselors "offer clients the freedom to choose whether to enter into a counseling relationship" (Code of Ethics and Standards of Practice, 1997, A.3.b.);
7. That "when counseling minors or persons unable to give voluntary informed consent, counselors act in these clients' best interest" (Code of Ethics and Standards of Practice, 1997, A.3.c.);
8. That counselors "are aware of their own values, attitudes, beliefs, and behaviors and how these apply in a diverse society and avoid imposing their values on clients" (Code of Ethics and Standards of Practice, 1997, A.5.b.);
9. That counselors "are aware of their influential positions with respect to clients, and they avoid exploiting the trust and dependency of clients" (Code of Ethics and Standards of Practice, 1997, A.6.a.);
10. That counselors "report research accurately and in a manner that minimizes the possibility that results will be misleading" (Code of Ethics and Standards of Practice, 1997, G.3.b.);

Therefore, be it further resolved that the American Counseling Association opposes portrayals of lesbian, gay, and bisexual youth and adults as mentally ill due to their sexual orientation; and supports the dissemination of accurate information about sexual orientation, mental health, and appropriate interventions in order to counteract bias that is based in ignorance or unfounded beliefs about same-gender sexual orientation.

### **October 17-19, 1997 Governing Council Meeting**

WHEREAS, The American Counseling Association is in the process of restructuring its governance procedures; and

WHEREAS, Division disaffiliation and other membership issues will likely be resolved by the restructuring process; and

WHEREAS, The re-structuring process has the greatest likelihood of resolving these issues with the least amount of damage to ACA and to its members;

THEREFORE, BE IT RESOLVED, That Article II, Section 1.h which requires divisional membership of ACA members and ACA membership of division members be deleted for the ACA Bylaws.

**October 17-19, 1997 Governing Council Meeting**

WHEREAS, The ACA Insurance Trust was formed more than thirty years ago to provide Professional Liability Insurance for professional counselors and human development specialist; and

WHEREAS, The Trust in the past twenty years has increased the number of people insured from 7,000 to 24,127 which consistently attract new members to the American Counseling Association; and

WHEREAS, The Trust has been constant in providing timely response to those who are insured, in developing and promoting workshops and publications addressing ways to lower risk, advising on how to prevent liability lawsuits, and providing stable pricing and coverage tailored to professional needs; and

WHEREAS, The Trust, and an independent organization, receives no financial support from the American Counseling Association; and

WHEREAS, The Trust uses its revenue to pay for its administrative and operational expenses and royalties are paid to the American Counseling Association for its sponsorship; and

WHEREAS, The Trust has provided significant amounts of revenue for projects that enhance the practice of professional counselors; and

WHEREAS, The Trust has provided significant financial contributions to the ACA Foundation; and

WHEREAS, The Trust has provided financial aid to the American Counseling Association during fiscal crises; and

WHEREAS, The Trust promotes and encourages membership in the American Counseling Association and is recognized by the members as one of the primary benefits of membership; and

WHEREAS, The Trust recognized a decline in membership renewals in the American Counseling Association for persons insured by the Trust; and

WHEREAS, The Trust staff has assisted the staff of the American Counseling Association in assuring that persons insured by the Trust remain active members in the American Counseling Association;

THEREFORE, BE IT RESOLVED, That the ACA Governing Council recognizes the ACA Insurance Trust for its historical and continued support of the counseling profession and the American Counseling Association; and

BE IT FURTHER RESOLVED, That as we move into the 21<sup>st</sup> Century, the American Counseling Association and the ACA Insurance Trust will (shall) work together in new and innovative ways to strengthen the partnership that has been its historical foundation.

## September 27-29, 1996 Governing Council Meeting

WHEREAS, It is one of the missions of this Association to promote the effective use of assessment instruments; and

WHEREAS, Assessments instruments published by professional test publisher have for decades been ethically and effectively administered, scored, and interpreted by assessment professionals in many disciplines, including education, human resources, counseling, rehabilitation and psychology, who belong to professional associations, and in many cases are licensed or certified in various professional capacities; and

WHEREAS, These assessment professionals and their associations have established ethical standards dealing with the competent use of assessment techniques; and

WHEREAS, These instruments which include measures of mental abilities, aptitudes, interests, attitudes, personality characteristics, emotions, and motivations have been effectively used in a wide range of educational, employment, training, consulting, and clinical settings throughout the United States; and

WHEREAS, Professional test publishers have provided assessment professionals with access to these instruments on the basis of their education, training, and/or experience in administering, scoring and interpreting these assessment instruments; and

WHEREAS, assessments professionals who are qualified by virtue of their educational training to use these assessment instruments, perform a valuable and essential service to the public in ethical and effective ways; and

WHEREAS, Recent efforts have been made in certain states through state licensure laws and business and professional codes to restrict access to and use of these assessment instruments only by psychologists who are credentialed in that state;

THEREFORE, BE IT RESOLVED, That it is the position of the American Counseling Association that qualifications to use assessment instruments should be based on appropriate education, training and/or experience and that access to assessment instruments should not be restricted exclusively to psychologist who are credentialed in a given state; and

BE IT FURTHERED RESOLVED, That it is the policy of the American Counseling Association to oppose all efforts to restrict use of assessment instruments exclusively to psychologist credentialed in a given state or states, and that the American Counseling Association shall monitor closely any attempts to restrict use based on credentialing as a psychologist, and shall intervene where appropriate to ensure open and equal access to the use of assessment instruments for all qualified professionals.

#### **April 16-18, 1996 Governing Council Meeting**

WHEREAS, The Council for Accreditation of Counseling and Related Educational Programs (CACREP) was established by the American Counseling Association in 1981 as the accrediting arm of the profession; and

WHEREAS, The ACA has continued to support the mission of CACREP since its inception; and

WHEREAS, The mission of the CACREP is to promote the professional competence of counselors and related practitioners through the accreditation of professional preparation programs; and

WHEREAS, This mission is accomplished through the development and application of preparation standards for counseling and related educational programs on behalf of the profession; and

WHEREAS, The ACA recognized these standards as the foundation of training for all future professionals; and

WHEREAS, The partnership between CACREP and ACA provides mutual benefits and credibility to both organizations;

THEREFORE, BE IT RESOLVED, That the ACA Governing Council extends its congratulations and commendations for the success that CACREP has had in accrediting one-third of all counselor education programs in fifteen years; and

BE IT FURTHER RESOLVED, That the ACA Governing Council recognize and celebrate the success of this partnership with CACREP on the occasion of CACREP's 15<sup>th</sup> Anniversary; and

BE IT FURTHER RESOLVED, That the ACA Governing Council reaffirm its commitment to this partnership toward a mutual goal of the full accreditation of all professional preparation programs for counselors and related professionals.

#### **April 16-18, 1996 Governing Council Meeting**

WHEREAS, The Counseling and Student Services Clearinghouse (CASS) was established in 1966 by the U.S. Department of Education's Educational Resources Information Center (ERIC) to represent the needs and interests of counselors at all educational levels and in all settings: education, business, government, private practice, and clinics; and

WHEREAS, The ERIC system has grown to be the largest and most frequently used educational database in the world; and

WHEREAS, The Counseling and Student Services Clearinghouse was developed and continuously directed since its founding in 1966 by Dr. Garry R. Walz; and

WHEREAS, The Clearinghouse has played a pivotal role in insuring that the literature of counseling in all of its dimensions has been comprehensively and conscientiously entered into the ERIC database including documents and journal articles (with particular attention to the inclusion of the journals of ACA and its divisions); and

WHEREAS, Through regular and ongoing collaboration with ACA and its divisions, ERIC/CASS has offered workshops and conferences to increase counselor efficacy through more effective utilization of the emerging information; and

WHEREAS, ERIC/CASS is celebrating its 30<sup>th</sup> Anniversary this year;

THEREFORE, BE IT RESOLVED, That ACA hereby declare its appreciation to Dr. Garry R. Walz, the ERIC/CASS staff, and the U.S. Department of Education for the outstanding performance of ERIC/CASS during the past thirty years; and

BE IT FURTHER RESOLVED, That ACA express to them our strong support for the continued work of ERIC/CASS to develop a quality database for counselors and to assist counselors in the acquisition and use of that information, particularly through access to it on Internet and the information Highway.

### **September 14-17, 1995 Governing Council Meeting**

WHEREAS, 1995 represents fifty years since the formation of the Arkansas Counseling Association as a branch of the National Vocational Guidance Association; and

WHEREAS, the Arkansas Counseling Association has demonstrated a strong commitment and dedication to the counseling profession; and

WHEREAS, It has been part of the growth, development and enhancement of the counseling profession during the last fifty years;

THEREFORE, BE IT RESOLVED, That the American Counseling Association Governing Council congratulates, commends and recognizes the Arkansas Counseling Association on its Golden Anniversary (1945-1995).

### **September 14-17, 1995 Governing Council Meeting**

WHEREAS, 1995 represents fifty years since the formation of the Iowa Counseling Association as a branch of the National Vocational Guidance Association; and

WHEREAS, The Iowa Counseling Association has demonstrated a strong commitment and dedication to the counseling profession; and

WHEREAS, It has been part of the growth, development and enhancement of the counseling profession during the last fifty years;

THEREFORE, BE IT RESOLVED, That the American Counseling Association Governing Council congratulates, commends and recognizes the Iowa Counseling Association on its Golden Anniversary (1945-1995).

### **April 24-25, 1995 Governing Council Meeting**

WHEREAS, The American Counseling Association recognizes that the federal building bombing in Oklahoma City evoked strong emotions and a sense of American vulnerability; and

WHEREAS, The American Counseling Association understands Americans' feelings of loss and puzzlement over the senseless killings; and

WHEREAS, The American Counseling Association is heartened by the compassionate response and sacrifice of rescue workers and fellow Americans;

THEREFORE, BE IT RESOLVED, That the American Counseling Association encourages its members to offer their expertise in healing fellow Americans to begin the healing process; and

BE IT FURTHER RESOLVED, That counselors assist this great nation in the renewal of its spirituality, the return to family values, and the revival of the ethical and moral tenets that have made and will continue to make America truly great.

## June 30, 1994 Governing Council Conference Call

WHEREAS, on September 30, 1991, Sovran Bank, N.A., currently known as NationsBank, N.A. ("**NationsBank**"), made a Credit Line Deed of Trust Loan in the amount of One Million Nine Hundred fifty Thousand and 00/100 Dollars (\$1,950,000.00) (The "**NationsBank Loan**") to American Counseling Association (Then known as American Association for Counseling and Development) (the "**Association**") and Counseling and Human Development Foundation (the "**Foundation**") for the purpose of financing the Association's purchase of its headquarters building located at 5999 Stevenson Avenue, Alexandria, Virginia;

WHEREAS, The NationsBank Loan matures on October 1, 1994;

WHEREAS, The NationsBank, by itself and through its agent AMRESKO Institutional, Inc. ("**AMRESKO**"), has notified the Association that it and the Foundation are in default under the NationsBank Loan with respect to certain covenants contained in the Credit Line Deed of Trust securing the NationsBank Loan;

WHEREAS, AMRESKO, has been willing to advise NationsBank not to exercise any of its rights, remedies or powers with respect to the NationsBank Loan pending maturity of the loan unless a default occurs with respect to a monetary obligation to NationsBank, with the understanding that the Association is seeking to refinance the NationsBank Loan before maturity;

WHEREAS, this Governing Council has reviewed certain alternative methods by which the Association may repay, restructure or refinance the NationsBank Loan pending its maturity, all as presented to this Governing Council from time to time during the preceding months by the Association's Acting Executive Director, President and Controller, together with the assistance of special financial and legal advisors who have been retained to advise the Association with respect thereto, including, but not limited to, transactions involving the purchase of the NationsBank Loan by the Association, the Foundation, and the Association's insurance trust affiliate, financing to be provided by commercial lenders or institutional investors and the sale and leaseback of the building; and

WHEREAS, this Governing Council adopted a resolution on or about April 20, 1994 by vote of 16 members for, 3 against and 4 abstentions, a copy of which resolution shall be attached to and made part of the minutes of this special meeting, pursuant to which a Loan Committee (as therein defined) was designated and authorized and directed, among other things, to cause the Association to seek out, negotiate and close one more loans as described therein;

WHEREAS, the Loan Committee, pursuant to its authority, has, among other things, obtained a commitment (the "**Commitment**") from Shenandoah Life Insurance Company ("**SLIC**") to lend the Association \$1,400,000.00 (the "**SLIC Loan**") to refinance the NationsBank Loan, subject to the terms and conditions of the Commitment, the principal terms of which have been presented to this Governing Council; and

WHEREAS, this Governing Council deems it to be in the best interests of the Association to proceed with the closing of the SLIC Loan, and in furtherance thereof deems it to be in the best interest of the Association to adopt the resolutions set forth below:

NOW, THEREFORE, BE IT:

RESOLVED, that each and every of the actions heretofore taken or caused to be taken by the Loan Committee with respect to the SLIC Loan are hereby ratified and confirmed in all respects and adopted as the actions of the Association, including but not limited to, the execution and delivery of the Commitment by Patricia Schwallie-Giddis and Beverly J. O'Bryant and the performance of the Commitment up to and including the date hereof;

RESOLVED, that the Loan Committee shall continue in existence for one year with its members on and after July 1, 1994, being John Jaco, Executive Director, (including all successor Executive Directors), Patricia Schwallie-Giddis, Immediate Past-Acting Executive Director (until the Loan Committee is terminated) Doris Rhea Coy, President (including all successor Presidents), Beverly J. O'Bryant, Immediate Past-President (until her term as such expires), Richard Mozier, Controller (until his employment as Controller terminates) and David Capuzzi, member of this Governing Council (until the Loan Committee is terminated);

RESOLVED, that the Loan Committee has under authorization and direction of this Governing Council, and with the advice of legal and financial counsel, negotiated the principal terms of such documents and instruments as SLIC has required to evidence the borrowings under the SLIC Loan and to secure the obligations thereunder (the "**SLIC Loan Documents**");

RESOLVED, that John Jaco or such other Executive Director then in office (as the Association's duly authorized officer and attorney-in-fact for such purposes) is hereby authorized and specifically directed, on behalf of the Association, at any time hereafter and without further action or authority or direction from this Governing Council, in his discretion to further negotiate and to execute, deliver and perform, or cause the Association to perform, the SLIC Loan Documents, and upon execution and delivery of the SLIC Loan Documents by the Executive Director on behalf of the Association, the same shall be legal, binding and valid obligations of the Association enforceable against it according to their respective terms; and

RESOLVED, that John Jaco or such other Executive Director is hereby authorized and specifically directed on behalf of the Association, at any time and from time to time hereafter and without further action by or authority or direction from this Governing Council, provided that the advice of legal and financial counsel shall be sought by the Executive Director, in his discretion to execute and deliver (or cause to be executed and delivered by such other officers designated by the Executive Director) all such other and further certificates, agreements, requests, statements, instruments and documents and to do or cause to be done all such other and further acts and things as the Executive Director may determine to be necessary or advisable under or in connection with the SLIC Loan, and that the execution by the Executive Director or such other officers authorized by the Executive Director to execute the same, any such agreement, request, statement, instrument or document or the doing of any such act or thing shall be the legal, binding and valid obligation of the Association enforceable against it according to its terms.

#### **April 20-23, 1994 Governing Council Meeting**

The Acting Executive Director Pat Schwallie-Giddis, the new Executive Director, President Beverly J. O'Bryant, President-Elect Doris Coy, Controller Richard Mozier and Governing Council member David Capuzzi (serving as ex officio), be and all of them acting as a committee (hereafter, the "**Loan Committee**"), are hereby authorized and directed, on behalf of the Association, at any time hereafter and without further action by or authority or direction from this Governing Council, provide that the advice of legal and financial counsel shall be sought by such committee, to cause the Association to negotiate the terms of and enter into one or more long term real estate loans and working capital revolving line of credit loans with such lenders as the Loan Committee deems to be in the best interest of the Association to refinance its existing loan with NationsBank and to secure additional funds for working capital needs of the Association, including, but not limited to, authority to negotiate, execute, deliver, perform and enforce applications, commitments, loan agreements, promissory notes, deeds of trust and other security agreements and arrangements with respect to such loans. The Loan Committee is also authorized to deal with the sale of the building.

#### **February 18-20, 1994 Governing Council Meeting**

WHEREAS, The mental health needs of individuals, couples, families and groups are of primary concern to the members of the American Counseling Association and the American Association for Marriage and Family Therapy; and

WHEREAS, There as been disagreements and conflict between professional counselors and marriage and family therapists, and conflict is detrimental to the public and practitioners;

THEREFORE, BE IT RESOLVED, That ACA and AAMFT agree to address proactively resolution of the differences of opinion which exist within ACA and AAMFT.

#### **March 24-26, 1992 Governing Council Meeting**

RESOLVED, The Bylaws of the Association are hereby revised to insert "American Counseling Association," ("ACA") in place of "American Association for Counseling and Development" ("AACD") wherever it appears.



#### **April 18-20, 1991 Governing Council Meeting**

WHEREAS, ACPA is in the process of conducting an all-Association referendum of the memberships to determine whether ACPA should continue its affiliation with AACD; and

WHEREAS, The ACPA Executive Council has chosen to adopt a cooperative and collaborative effort in its deliberations, reflecting concern for the welfare of both associations; and

WHEREAS, The ACPA written rationale for conducting the referendum of its members reflects this commitment to cooperation and collaboration by presenting a balanced perspective on the issues leading to the referendum; and

WHEREAS, The ACPA three presidents, together with the AACD three presidents and AACD's Executive Director have adopted an attitude of cooperation as well as a concern that a positive and collaborative relationship between the two associations be the goal, whether or not ACPA members vote to disaffiliate; and

WHEREAS, The ACPA three presidents, together with the AACD three presidents and AACD's Executive Director have agreed to initiate and maintain frequent, open channels of communication over the next several years by forming a Task Force consisting of the six presidents and the Executive Director; and

WHEREAS, The attitudes reflected by the AACD Governing Council in discussions about the ACPA-AACD relationship are important variables in carrying out the goal of maintaining a positive and collaborative relationship between the two associations.;

THEREFORE, BE IT RESOLVED, That the AACD Governing Council shall join the ACPA Executive Council Executive Presidential ACPA-AACD Task Force in adopting and maintaining a tone of cooperation in all discussions about the ACPA-AACD relationship.

#### **April 18-20, 1991 Governing Council Meeting**

WHEREAS, ACPA is in the process of conducting an all-Association referendum of the membership to determine whether or not ACPA should continue divisional affiliation with AACD; and

WHEREAS, The ACPA Executive Council in November of 1990 chose to adopt a cooperative and collaborative effort in the deliberations, reflecting concern for the welfare of both associations; and

WHEREAS, The written rationales presented to all ACPA members reflects this cooperative spirit by means of presenting a balanced perspective on the issues leading to the referendum; and

WHEREAS, The three ACPA presidents together with the three AACD presidents and the AACD Executive Director have adopted an attitude of cooperation as well as a concern that a positive and collaborative relationship between the two associations be the goal, whether or not ACPA members vote to disaffiliate; and

WHEREAS, The Executive Committee of the AACD has empowered the three AACD Presidents to negotiate with the three ACPA presidents about the issues surrounding withdrawal of ACPA from AACD, such as name, copyright, membership, etc.; and

WHEREAS, The "Draft of Resolution of Cooperation, to be Presented to AACD Executive Committee and Forwarded to AACD Governing Council for Vote" was accepted by the Executive Committee of AACD, with a request for a comparable resolution from the ACPA Executive Committee;

THEREFORE, BE IT RESOLVED, That the Executive Committee of the ACPA join the Executive Committee of the AACD, the ACPA Executive Council and the Executive Presidential ACPA-AACD Task Force in adopting and maintaining a tone of cooperation in all discussions about the ACPA-AACD relationship, and by endorsement of the aforementioned resolution.

#### **April 18-20, 1991 Governing Council Meeting**

WHEREAS, The Responsibilities of Users of Standardized Test (RUST) statement has been adopted by the Governing Council as an official AACD position statement; and

WHEREAS, Position statements regarding professional conduct delineate professional from non-professional groups; and

WHEREAS, Position statements serve to transmit the values of the profession to students and persons outside the profession; and

WHEREAS, Position statements regarding testing can shape the test development process in the best interest of test takers and counseling clients;

THEREFORE, BE IT RESOLVED, That the Governing Council directs the AACD Executive Director to facilitate the dissemination of the RUST statement, on a basis on no back-end cost to AACD, by listing for sale reprints of the RUST statement for at least three years in the annual AACD catalog. The RUST statement should be printed in a manner that is professional in appearance. The Governing Council requests staff to list in the annual catalog both single copy prices and bulk order prices (at the lowest cost possible) for persons who wish to distribute the statement to classes or other groups.

#### **April 18-20, 1991 Governing Council Meeting**

WHEREAS, The multicultural education issue is a major area of concern in American society; and

WHEREAS, Multicultural education is education which promotes the recognition, understanding, and acceptance of individual uniqueness, interdependence and cultural diversity within a pluralistic society; and

WHEREAS, A multicultural education also gives all students opportunities to "see themselves" in the curriculum in positive ways, and on a continuing basis; and

WHEREAS, The term "multicultural" as used here refers broadly to the many cultural groups within our Nation and our World: racial, ethnic, regional, religious, socio-economic groups, as well as males and females, the young and the old, and disabled persons; and

WHEREAS, Multicultural education is designed to change the total educational environment so that students from diverse racial and ethnic groups, both genders, exceptional students, and students from each social class will experience equal educational opportunities in schools, colleges, universities; and

WHEREAS, Multicultural education is designed to more adequately provide for the infusion of contributions of Black, Hispanic, Asian, Native American and other groups into the school texts, lesson plans, and in the curriculum in general; and

WHEREAS, Multicultural education is further designed to help students to develop tolerance and respect for differences, and help students to develop cross cultural competency and literacy;

THEREFORE, BE IT RESOLVED, That AACD embraces and supports the intent of multicultural education as defined herein; and

BE IT FURTHER RESOLVED, That AACD encourage counselors and helping professionals to participate with state and local multicultural education infusion efforts; and

BE IT FURTHER RESOLVED, That AACD will collaborate with AMCD in efforts to better educate the AACD membership in promoting multicultural education.

**July 11-15, 1990 Governing Council Meeting**

WHEREAS, Addictive behaviors adversely affect the development and functioning of persons across the lifespan; and

WHEREAS, Such behaviors include but are not limited to addictions to alcohol, other chemical substances, eating, gambling, sexual behaviors, and relationships; and

WHEREAS, Addictive behaviors affect a significant segment of the American populations; and

WHEREAS, The health and well-being of the general public is significantly affected by the impact of addictive behaviors; and

WHEREAS, Standards for preparation of counselors in relation to addictive behaviors and their treatment have not been established; and

WHEREAS, Community agencies and individuals seeking assistance for addictive behaviors are in need of treatment by qualified professionals;

THEREFORE, BE IT RESOLVED, That AACD establish a national Task Force on Addictive Behaviors effective October 1, 1990, to (1) evaluate the national problem of addictive behaviors; (2) develop and AACD agenda for addressing the needs of clients with addictive behaviors; and (3) examine the need for standards for training of counselors in the area of addictive behaviors.

## July 11-15, 1990 Governing Council Meeting

WHEREAS, Throughout its history, the American Association for Counseling and Development and its affiliates, has constantly maintained a strong position supporting the opportunities of every individual; and

WHEREAS, We affirm the Association's obligation to create awareness of the issues faced by those seeking assistance from its members; and to safeguard the opportunities of children, youth, and adults whenever they are confronted by barriers; and

WHEREAS, We believe it is the professional obligation of each member of the Association be sensitive to the needs of all human beings in diverse populations, and to add to the theory, research, and practices available to assist clients in the process of realizing their uniqueness and potential; and

WHEREAS, AACD believes in the respect and care for others through its identification and the removal of barriers to human development; and

WHEREAS, AACD believes that positive change in people and societies can be facilitated and that positive change is the major function of our profession; and

WHEREAS, This leadership style ensures that all populations served are empowered to reach their full human potential; and

WHEREAS, The Public Offender Counselor Association (POCA) is an organization affiliated with AACD that serves a client population limited to a minority group of people that transgressed the laws of the local, state, and federal government; and

WHEREAS, We declare, as counselors and human development specialists, that it is sound public policy to encourage, and to contribute to the rehabilitation of incarcerated and former criminal offenders and assist them in resumption of their responsibilities of citizenship; particularly, in the areas of securing employment, to pursue, practice, or engage in meaningful and profitable trade, vocation, profession, or business;

THEREFORE, BE IT RESOLVED, That AACD will strongly encourage any state or commonwealth committees proposing counselor licensure to allow former rehabilitated criminal offenders to become licensed as counselors when such applicants meet all the other educational and related qualifications set by the state or commonwealth; and

BE IT FURTHER RESOLVED, That each counselor licensing board be encouraged to review each applicant who is a former criminal offender by asking that he or she submit convincing evidence of sufficient rehabilitation and present fitness to perform the duties of a licensed professional counselor as may be established by the production of (a) documentary evidence including a copy of the relevant release or discharge order, evidence showing compliance with all conditions of probation or parole, evidence showing that at least three years has elapsed since release or discharge without subsequent conviction and letters of reference from at least three persons who have been in contact with the applicant since his/her release or discharge, and (b) any collateral evidence in testimony as may be required by the board which shows the nature and seriousness of the crime, the circumstances relative to the crime or crimes committed and any mitigating circumstances or social conditions surrounding the crime or crimes and any other evidence necessary for the board to judge present fitness for licensure or whether licensure will enhance the likelihood that the applicant will commit the same or similar offenses; and

BE IT FURTHER RESOLVED, That this resolution be submitted to all existing State Boards of Licensed Professional Counselors, appropriate AACD staff, and AACD Divisions, Regions and State Branch leaders.

**July 11-15, 1990 Governing Council Meeting**

WHEREAS, Over 120,000 individuals in the United States have been diagnosed with AIDS, more than 70,000 have died of AIDS, and over one million are assumed to be infected with the HIV virus which causes AIDS; and

WHEREAS, As many as three out of every 1,000 college students may be infected with the HIV virus; and

WHEREAS, In the absence of a cure for AIDS, the most effective method of preventing the transmission of AIDS is through education; and

WHEREAS, Along with other institutions in our society, college and university campuses have a responsibility to their students, faculty, and employees to address AIDS and HIV infection in their policies, programs, and services; and

WHEREAS, Each college or university should determine for itself the best methods of providing appropriate and effective education and prevention programs, and clinical, mental health, and social support services related to HIV infections; and

WHEREAS, Recognizing the serious and significant impact that HIV infection has on campus communities, the AACD Executive Committee, during its October 1989 meeting, recommended the participation of an AACD staff member in meetings of the Inter-Association Task Force on AIDS and HIV infection; and

WHEREAS, The Inter-Association Task Force on Aids and HIV Infection – comprised of ACA, American College Health Association, American College Personnel Association, Association of College and University Housing Officers-International, National Association for Foreign Students Affairs, National Association of Student Personnel Administrators – has developed a Campus Assessment Inventory to assist colleges and universities in developing, promoting, and monitoring effective policies and programs of prevention and services related to HIV infection and AIDS; and

WHEREAS, The Campus Assessment Inventory offers a checklist of suggestions for colleges and universities to use, and encourages each institution to develop approaches and programs which effectively meet the particular needs identified on campus; and

WHEREAS, In developing the Campus Assessment Inventory, the representatives of the participating associations worked together as a concerned team to define a comprehensive campus response to the needs of students and employees who have concerns about HIV infection and AIDS;

THEREFORE, BE IT RESOLVED, That the American Association for Counseling and Development endorse the Campus Assessment Inventory, *Responding to HIV Infection and AIDS: A Campus Assessment Inventory*. Developed by the Inter-Association Task Force on Aids and HIV Infection, and assist in its dissemination to AACD members; and

BE IT FURTHER RESOLVED, That the Association distribute this document to all members of the Association in a timely manner. It is suggested that the document be distributed by headquarters and that the use of *Guidepost* be explored as a timely and cost effective manner of distribution.