Dr Barsky has taught at a university level since 1989 at four schools: the University of Toronto, Ryerson University, University of Calgary, and Florida Atlantic University where he is currently a full professor. He serves on the ethics committee of the National Association of Social Workers. He has written prior books on conflict resolution, interdisciplinary practice with diverse populations, as well as on social work education and on addictions. In his teaching, he has taught courses on ethics as well as social work and the law. This background has well qualified him for a book as extensive and authoritative as this one while utilizing an easy-to-read writing style and a wealth of examples embedded in well conceived classroom exercises.

This book presents a comprehensive treatment of virtually all the types of ethical issues of concern to the social work practitioner and also indicates the relevance of each of the sections to the 1999 Code of Ethics adopted by the National Association of Social Workers (NASW). The book, however, while anchored in U.S. experience, recognizes the cultural limitations of a document from one country and the author enjoins the reader to consult with other codes when it is appropriate to do so. . He also incorporates references to many other documents such as the NASW's statements about social work in end-of-life care, and about standards for substance abuse, health, school social work and other fields.

There are many strengths to this book that are often absent in other similar texts. Barsky discusses not only the ethical issues confronting practitioners working with individuals but practitioners working with families, groups, organizations, and communities or who are seeking to influence or implement social policy. He illustrates all of his major points with practice vignettes that portray the dilemmas and complexities of practice and that are representative of situations that are likely occur under contemporary political, social, and economic conditions. Every chapter concludes with similarly constructed "cases" as well as discussion questions for use in social work courses.

Barsky's use of practice examples go well beyond the practitioner's decision as to what is an ethical decision in order to show how that decision is carried out through the practitioner's interactions with the users of the social work service. Thus, the book is replete with practice examples that venture into the realm of types of interventions and processes. Here the readers who use models of practice that differ from the illustration may take different steps; nevertheless, Barsky demonstrates what ethical practice looks like and implies that other practices should operate with the same ethical constraints, even if different means to reach the same ethical ends are employed. Barsky presents a comprehensive model of ethical practice that includes an evaluation element to determine if ethical processes occurred and whether ethical ends were achieved. All of this makes the book rich in example and, thus, very readable and teachable.

The book begins with chapters that define the concepts of ethics and values and their relationships to law and the process of values clarification. These chapters also place social work values in both their historic and current context. Values and ethics are related to theories of justice as well as the theories employed by other helping professions such as medicine. Biological and psychological factors are analyzed such as moral development and some theories of moral development such as Kohlberg's are critiqued. Since spirituality is an important component of the thinking of many people, ethics in relationship to religious and

other spiritual beliefs is examined. As is true throughout the book, the use of research is integrated into this discussion and the role of institutional review boards to examine the ethics of research protocols is dealt with extensively. Barsky deals with the means of obtaining informed consent for research as well as practice procedures that will be helpful to all practitioners.

The following six chapters present value and ethical issues that arise in all contexts of practice, namely individual, family, group, organizational, community, and policy. The individual chapter considers such topics as confidentiality, competence (including cultural competence), self determination, informed consent, record keeping, and the maintenance of appropriate boundaries. The family chapter adds to this discussion the definition of who is the "client" and ethical ways of interacting with individual family members as well as the family as a whole.

The group chapter introduces the kinds of ethical issues that arise in groups and the ethical guidelines available for group work. Barsky is correct in stating that group workers tend to draw upon codes of ethics of associations outside of social work such as the American Group Psychotherapy Association and the Association for Specialists in Group Work. He is not entirely correct in referring to a code of ethics of the Association for the Advancement of Social Work with Groups. (I am the chair of the Practice Committee of that Association and we have published a set of standards for practice but have not yet created a code of ethics.) Barsky also has a well documented section on involuntary clients inasmuch as so many groups, such as those for batterers, consist of mandated clients. Many school based groups also have similar social control functions. His discussion of methods of facilitating discussion, while a good one, is another example of how Barsky illustrates ethical issues by venturing into a presentation of practice approaches (e.g., debate, dialogue).

Barsky's chapter on organizations pays attention to many interpersonal issues such as conflicts and boundaries among colleagues. The chapter has some comments on the nature of an ethical organization, as such, yet this material deserves more attention. Nevertheless, such organizational topics as record keeping, billing, and labor disputes are discussed in terms of the ethical issues they present. Similarly, the chapter on communities incorporates many appropriate topics with respect to worker actions, but I would have liked

to have seen a more general discussion as to whether or how one can speak of an "ethical community" as such. In the final chapter of this section on policy, the reader will find a full presentation of what an ethical policy is as well as the philosophies that inform ethical policy making such as egalitarianism and utilitarianism.

The last section of the book consists of chapters that Barsky terms "advanced values and ethics." This material will be especially useful to experienced practitioners who have a sound grounding in basic ethical concepts. Of use, however, to all readers is the author's "Framework for Managing Ethical Issues" as this framework identifies an entire sequence of tasks from identifying the ethical issue to evaluation and follow up after ethical decisions and the implementation of these decisions have been accomplished. Following the presentation of this model, the book offers chapters on ethical supervision and administration. The book concludes with an analysis of the ethical issues that arise in the mental health, child welfare, criminal justice, and gerontology fields. These chapters are especially useful in their discussion of concerns about client competency that arise in each of these domains as well as basic civil rights of people who are confined in various types of institutional settings such as those for children, offenders, and the elderly.

In summary, the book is very sound, comprehensive, and scholarly in its treatment of this topic. Its particular strengths lie in its linkage to major philosophical writings and typologies as well as the NASW Code of Ethics, its richness of good case examples and exercises based on these, the author's fine writing style, and the book's overall comprehensiveness. It incorporates the contemporary ideas in social work with respect to social justice and diversity. I cannot present any major criticism of the book beyond, as noted above, some places where I would have liked to see the discussion expanded although this would have been difficult to do without adding to the length of the book which is already a full-sized one.

I believe the book can and will be used in courses on ethics and values as well as most other social work courses as the latter can utilize selected chapters related to course content. I have had many years of social work practice, teaching, and research and yet found many discussions in the book that added new insights to my understanding of ethical and value issues.