***Supervisee Bill of Rights***

(adapted from Ellis, Chapin, Dennin, & Anderson-Hanley, 1996; and Giordano, Altekruse, & Kern, 2000)

The purpose of the Supervisee Rights and Responsibilities is to inform you of your rights and responsibilities in the clinical supervision process. The intent is for you to make the most of the clinical supervision experience.

**As a supervisee, you have the right to…**

***Be supervised***

•Have your supervisor invested in committed to supervision and your professional development

•Meet with your supervisor face-to-face on a regular basis (minimum of 1 hour per week)

•Meet with the supervisor in a professional environment that insures appropriate confidentiality

•Be informed of an alternative supervisor who will be available in case of crisis situations or known absences

***Know the expectations, goals, and objectives of supervision***

•Be provided information regarding expectations, goals, responsibilities, and roles of the supervisory process

•Be informed of the supervisor’s expectations of the supervisory relationship

•Discuss the supervisor’s expectations regarding the structure and/or the nature of supervision sessions

•Be informed of the supervisor’s expectations regarding preparation for supervision sessions

•Receive the supervisor’s help in identifying and attaining your professional development and growth

•Work with a supervisor who is responsive to your theoretical orientation, identity status(es), and developmental needs

•Be informed of the supervisor’s clinical and supervision theoretical orientation and how the theoretical orientations may influence the supervision process

***Feedback and evaluation***

•Be provided with the criteria for evaluation

•Receive accurate and timely feedback on your professional performance and observed clinical work

•Routinely receive verbal feedback and periodic formal written feedback (evaluation)

•Request additional written feedback, written evaluation, or review-critique of a full session

***Be respected and treated as an individual***

•Ask respectfully for what you want and need

•Be treated with respect and dignity

•Be recognized as an individual

•Be treated with respect and sensitivity to culture, race, and diversity identities

•Discuss openly the influence of race, ethnicity, gender, sexual identity, religion, age, social class, and such on clinical work and supervision

***Address and resolve conflicts***

•Discuss problems and issues you have with your supervisor or supervision

•Disagree respectfully with your supervisor

•Appeal unsatisfactory evaluations

•Due process

***Be treated ethically***

•Not be harmed, exploited, or abused by your supervisor or colleagues

•Be free from sexual or other harassment from your supervisor or colleagues

•Be free from being counseled in issues irrelevant to your work with clients or your professional development

•Be free of other exploitative relationships with your supervisor

•Expect the supervisor to consult with his or her peers regarding supervisory concerns and issues

•To solicit advisement, counseling or legal action, whether inside or outside of my training program, in the event that I am unable to resolve a harmful experience with my supervisor