THE SCRIPT®
INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION. 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123

Volume X, Number 4 May 1980

Report of the Ethics Committee to the Membership

New Ethics Statement to go to Board in August

For the past several years, the Ethics Committee has been updating and revising the ITAA Code of Ethics. "Operating on the assumption that the best system of ethics is internal to the ethical practitioner, it has been the committee's position that high ethical standards within the ITAA are best served by developing a statement of ethical principles to aid members in the formation of their internal systems." (Report of the Ethics Committee to the Board of Trustees, January, 1978)

With this philosophy in mind, and after careful study and work, the Ethics Committee is proposing the following Statement of Ethics. This statement represents the current Code of Ethics, which was adopted by the Board of Trustees in August, 1978, and specific changes to that code which have been necessitated by past experience in the handling of ethics charges, by proposed changes in future procedures for handling ethics charges, and by specific questions and suggestions from ITAA members.

Once again, the Ethics Committee invites your response to the items contained in this proposal. Your comments, suggestions and questions will again be carefully considered before the final draft of a Statement of Ethics is presented to the Board of Trustees in San Francisco at the summer conference.

In August, the Ethics Committee will also present the board with a new set of proposed procedures for handling ethics cases. The Statement of Ethics and the procedures have been developed concurrently and represent what the committee believes to be representative of the overall philosophy and principles of the ITAA.

The following questions are provided to guide your critical appraisal of the proposed principles. Responses and questions can be directed to Laura Cowles-Boyd, Chairperson of the Ethics Committee, 4502 Northridge Rd., Norman, OK 73069.

In studying the following Statement of Ethics, please consider the following:

1. Do the proposed principles represent a philosophy which you believe to be consistent with basic TA premises?
2. What, if any, basic TA premises do you feel have been omitted?
3. What, if any, principles have been included which you feel are not consistent with basic TA philosophy?
4. Please complete the chart below, indicating your understanding, acceptance with changes and/or non-acceptance of each of the proposed principles. No response to a specific proposed principle indicates that you find it acceptable as stated.

Proposed Statement of Ethics

Recognizing that professional ethics are a series of Parent rules as to what is right and wrong, the ITAA's Statement of Ethics seeks, in addition, to promote the development of Adult processing in the field of ethics with particular emphasis on establishing a clear Adult contract.

We recognize that, through our certification process, the ITAA establishes a social contract that invites the public to trust that Certified Members and Regular Members of the ITAA have a knowledge of and respect for the ethical premises and principles included below.

We also recognize that members do not always utilize these ethical principles and that, therefore, confrontation of a member is sometimes desirable and/or necessary.

We further recognize that, should an individual's behavior show a lack of integration of or consistency with these principles, his/her certification and/or training contract may be suspended by the ITAA until such time as that integration is assured.

These principles represent a consensus of Parent values, Adult data, and Child rights.

1. An ITAA member holds a basic respect for the dignity of all humanity regardless of physiological, psychological, sociological or economic status.

2. It is the primary protective responsibility of a member of the ITAA to act in such a way as to cause no harm either to the client or to society as a whole and to likewise provide his/her best possible services to the client at all times.

3. In all activities, a member of the ITAA should strive to maximize awareness of and functioning from a position of dignity, autonomy and personal responsibility.

4. Consistent with his or her readiness to function autonomously, each individual is seen as being in charge of his or her own growth.

5. The ethical practice of transactional analysis involves entering into a voluntary and informed contractual relationship which the member of the ITAA and the client should have the competence and intent to fulfill. At the same time we recognize that some individuals do not always experience their full potential to function autonomously, and therefore, a dependent relationship may be formed with the professional member of the ITAA. The professional member of the ITAA accepts responsibility for handling and resolving their dependency in a way as to bring no harm to the client.

6. The professional relationship between a member of the ITAA and the client is defined by the contract, and that professional relationship ends with the termination of a contract. However, certain professional responsibilities continue beyond the termination of the contract. They include, but are not limited to, the following: a) maintenance of agreed-upon confidentiality; b) avoidance of any exploitation of the former relationship; and c) provision for any needed follow-up care.

7. A member will operate and conduct services to clients and society as a whole in full conformity with existing laws of the state and/or country in which he/she resides.

8. A member of the ITAA will not exploit a client either financially or sexually. Furthermore, a member will not enter into or maintain a professional contract where he or she has reason to believe his or her other activities or relationships might jeopardize the professional contract.

9. In establishing a professional relationship, a member of the ITAA assumes responsibility for providing a suitable environment, including such things as specifying the nature of confidentiality observed, providing for physical safety appropriate to the form of activity involved, and obtaining informed consent for high risk procedures.

10. Members of the ITAA shall, in their public statements, whether written or verbal, behave professionally, responsibly and respectfully toward other members, bearing in mind their responsibility as representatives of ITAA and transactional analysis.

11. If a member of the ITAA becomes aware that his/her personal conflicts or medical problems might interfere with his/her ability to carry out a contractual relationship, he/she must either terminate the contract in a professionally responsible manner, or insure that the client has the full information needed to make a decision about remaining in the contractual relationship.

We affirm these principles as common to the practice of those certified by the ITAA unless a member of the ITAA explicitly states in writing his/her differences from these positions. In such an instance, the client's attention to any such differences must also be noted in writing as a part of their contract setting process.

See Back Page for Chart on Your Responses to Ethics Statement

The Integrity of the Professional Therapist

Many years ago Barbara Betz said that the dynamics of psychotherapy are in the person of the therapist. This seems to be more than casually true of the therapeutic alliance in marital and family therapy. Whereas it's possible to do individual therapy with a carefully worked out role function, there's very little chance of maintaining a role function in the practice of family therapy. The power of a two generational unit is awesome and inevitably the personhood of the therapist will be involved.

Professional integrity may develop elements of excess, like the "I'm always honest" cocktail pest. Best it should not develop into that full blown disease of abnormal integrity usually labeled schizophrenia. Professional integrity itself is not a quality but an interactional process, a oneness in operation. Whether that oneness is a state of fear, boredom, anger, protectiveness or a combination, the personhood of the therapist is without question a factor in what happens with the family. Integrity also assumes a substrate of self-doubt, a suspicion of one's own personhood and even its quality, a recognition that all human interaction is a product of the partly pathological programming which the culture imposes on each of us, whether therapist or patient. My integrity is inevitably chipped at by the setting and by the forces that work on me, yet simultaneously reinforced by each battle with myself to stay who I am, a farmer, a grandfather, a physician, a male. Implicit in each of these person-forming ballbearings are those process modifying things which I am not, a female, a mother, a black, a social worker, a divorcee, a Viet Nam veteran or a group.

People know more than anybody. Central to making my professional integrity into a process is the effort to keep therapy decisions overt while constantly aware that they will never by fully known to myself or to the other. The decision to refer a patient to someone else, the decision to refuse therapy, the decision to share this or that sliver of myself can never by fully deliberate. It will always include those hidden pressures that we live by. No decision, no process is ever free of the need to belong, of my need to belong. No process of interacting is ever free of the fact of our aloneness, my aloneness. No sense of rightness, no "ah ha" clarity can obliterate the self-deception we swim in. Integrity is like maturity; the degree of it is like the dimension of closeness and may be increasing or decreasing. There is no fact of it. It can never be assumed to be a fact of my life.

Why should I ever trust myself? I know how many times I've double-crossed myself. I know the regret, the shock, the surprise, the cost in pain and confusion, and many times, the residual disgust.

Among the more painful breaks in my integrity are the imitations of sincerity that are always involved in role playing. One freshman medical student came up after one of my recent lectures and said, "Why don't you be a grandfather?" I couldn't get what she meant. I assume she sensed that I was trying to make believe I belonged to the younger generation. It was really quite embarrassing, because I had no way of knowing how to alter what had happened during the lecture. It was clear, however, that she saw through a role playing fact of me that I had no hint of, and still have no hint of. I do know about the sick integrity of game playing, a kind of one-up trick for the protection of myself. I do know how hard it is not to substitute role structure to avoid the pain of deliberate investment. I do know the difference between being paradoxical out of cynical withdrawal, and paradoxical out of a caring and painful effort to twist the patient's pathology toward more growthful change. Being a family therapist, like being a mother, can be temporarily more relaxing by diversion, by deliberate obfuscation or by pulling rank. The necessary confrontation is thus postponed, but both members suffer from losing touch with each other, and by the unknowing formulation of a joint delusion that the world is a loving place.

One of the most important ways of fighting for my integrity in the professional setting is the use of a consultant to ongoing therapy. This consultant may be an ongoing co-therapy partner or another to whom one presents himself in his wholeness. This kind of vulnerability may prevent more chipping at my personhood and may even heal some of the nicks it has suffered in times past.

Summating my integrity problems, I said to one old schiz of mine, "I don't trust you." "Well, I don't trust you either." "Yes, but it's worse, I don't trust me." Neither do I trust me, but I trust us!

$$(1\text{-}1) + (1\text{-}1) = 1$$

Maybe one of these days I'll really believe in systems.

Carl A. Whitaker, MD, is Professor of Psychiatry at the University of Wisconsin, Madison.

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Communication may be very difficult, and it gives some people, including me, a headache, so just plain talking is better if you can get away with it. Even listening to other people communicate can give you a headache sometimes, especially if they don't know what they're communicating about or whom they're communicating with. In short, communication may cause trouble, and most people who indulge in it should learn to talk to each other sooner or later if they want to get along.

Eric Berne, Sex in Human Loving

The Script
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Transactional Analysis Association
1772 Vallejo Street
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Editor ..... Ken Ernst, PhD
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Deadlines: receipt in ITAA office on the first of the month prior to the month of publication; i.e., Jan. 1 for February issue.

The Script is published monthly (except January and August) by the International Transactional Analysis Association. The subscription rate is $2 a year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at 1772 Vallejo St., San Francisco, CA 94123. Second class postage paid at San Francisco, California.

The editors reserve the right to edit material submitted for publication for taste, accuracy and length. Letters to the Members Forum should be limited to 400 words. Editing will be done responsibly and in such a way as to preserve the intent of the author.

Book Review

Practical Magic: A Translation of Basic Neuro-Linguistic Programming into Clinical Psychotherapy

by Stephen R. Lankton, ACSW

246 pp., Meta Publications, 1980, $12.00
Available through Trans Pubs

Reviewed by Morris L. Haimowitz, PhD

Can you take a moonship apart and sort its pieces into a series of simple mechanical functions so that a smart kid with a wrench could read the manual and put an Apollo together? And can the genius of the late Milton Erickson be taken apart and the pieces put into a 246 page book so that a smart therapist can use it to help his/her clients expand their options?

In attempting to do just that, Steve Lankton draws on the works of Erickson, Bandler, Grinder and others to write clear descriptions of what a neuro-linguistic therapist might do with a variety of client problems.

To illustrate the formidable neuro-linguistic phraseology, Lankton provides verbatim cases and creative pathways of how to:

1. make a therapeutic alliance, establish rapport;
2. discover a client's problem-solving strategies; and
3. take the client on a journey made up of small, mostly easy steps towards changing his/her strategies so that the client may alter his/her behavior.

In the cases Lankton presents, the length of the therapeutic journey varies. Although the client may become tearful, there is no need for screaming or crying. This reviewer was pleased to note, in the galley-proof, a section entitled "Suffering Is Optional," and the over-all view that, whatever the behavior of the client, it was his/her best attempt to survive the situation as he/she knew it. The client was seen as OK. When, in the course of therapy, the client removed his/her blinders, he/she saw, felt and heard more and could think more freely. However, at times, this therapy is addressed to the unconscious so that the client may not know what happened to make him/her feel better and act more freely.

The book is basically an introduction to such neuro-linguistic terms as representational systems, the predicates, eye scanning, pacing, strategies, mapping, anchoring, and reframing, within the context of metaphors, hypnosis, and other therapies. The plot defines the nature and use of these characters in psychotherapy. Thus, in the "good old days," we learned to *reward* and *punish.* In TA, we learned to *stroke.* In neuro-linguistics, these acts are called *anchoring* and presumably are made more potent by stimulating several senses at the same time. By recalling or creating visual, auditory and kinesthetic representations, all at the same time, the memory of any event is enhanced.

Practical Magic is a book written for psychotherapists. While it is by no means traditional TA, Lankton has identified some neuro-linguistic approaches in the TA and/or Gestalt therapy we do now. Although this is serious stuff, it is very well worth the trip.

Morris Haimowitz, PhD, TM, is a long-time member of ITAA and has served on the Board of Trustees. He and his wife, Natalie, run Haimowoods and have co-authored two books, **Suffering Is Optional** *and* **Human Development,** *first, second and third editions.*

Are You Getting Your Script Later Than You'd Like?

Perhaps we can help. If you will send us a check for the cost of postage ($2.50 US/Canada, $7.50 all others), we will gladly send your *Script* to you by first class air mail. Please be sure to include your correct mailing address. Send your check and address to Robin Fryer, Managing Editor, c/o ITAA office.

Keeping in Touch

Len Campos is planning to establish a **California Redecision Therapy and Training Center** in the Sacramento area this summer. He is interested in contacting colleagues with training at the WIGFT who might be interested in joining him. Send resume to his address, 2732 Pacific Ave., Stockton, CA 95204.

Russ Drumright, RM, presented an overview of some aspects of TA to the state convention of the Oklahoma Association for Children with Learning Disabilities, to the Enid Chapter of that association (11-17-79), to an association of women employees at an Air Force base (11-27-79), and to the entire faculty of a school system. The reception for TA was enthusiastic in every case. With the LD associations, his emphasis was on productive transactions and on handling your own emotions as a parent or teacher working with handicapped children. In these instances, and in the school system presentation, the listeners expressed great interest in teaching TA to children.

Estera G. De Goransky of San Juan, Argentina, stopped by the ITAA office while she was visiting San Francisco and shared this photo of herself feeding a kangaroo in Australia. We extend an open invitation to all our members to stop by the office and say "hi" when you're in town. We'd love to meet you in person!



TA in Coal Mines? Dorothy Jongeward has had a request from Australia asking if anyone has applied TA courses at the supervisory level in coal mines. If you have any information along this *vein*, please contact her at the Transactional Analysis Management Institute, 724 Ironbark Court, Orinda, CA 94563, (415) 254-4117.

J. Barry Mascari, RM, does a yearly presentation to the Northeast Regional Conference of the National Council for the Social Studies. This year he made a presentation in March in Boston entitled, "The OK Teacher: Using Transactional Analysis." Barry is currently a 303 level trainee in New Jersey and has been teaching high school psychology for eight years. Barry notes that his classes in TA, which last about three weeks, often change the lives of his students and sometimes his as well.

Herbert F. Mahony, candidate for SFM, died in an auto accident March 27, 1980. Our personal loss of Herb as a friend and trainee leaves a large gap in our lives. Herb was a significant presenter at Socio-Sytems and other conferences.

Liladee Bellinger, Herb's Sponsor
Lois Johnson
Emmett Lee Walsh

Daddy Goose

In the Spring, while his mate sits on the nest, a lone grey figure hovers deliberately on the shores of Ridgelea Pond. A striking Canadian, I call him "Daddy Goose."

Other water fowl have to explain to him what they are doing in the vicinity; if they get too close, he chases them off with a great cacaphony of sound. Dogs, fisher-persons, and other invaders all attract his running and honking. But for the most part he stands there, hour on hour - at attention, as it were - always on the ready to protect his forthcoming goslings and keep them safe. It is clear that he intends nothing to bring them harm.

I often think as I watch him: that is the kind of Parent each of us deserves to have standing by. I ask myself, as you may too, "What would I have to change in my Parent, to have him hover so protectively over me?"

Tim Nissley

Some Reminders

Vital Information Department

It's time for a new directory! As in the past, the directory will contain both alphabetical and geographical listings. And, to facilitate ready reference, the geographical section will also contain each member's city. All address changes and dues payments must be received in the ITAA office by May 15 for your name to appear in the new directory. Since members whose accounts are "over-due" will *not* be listed, please send your annual dues payment in with the first notice invoice. Send suggestions for the directory to Linda Willard, c/o ITAA office.

Members Forum

Dear Mel:

Thank you for your letter. (April, 1980 *Script*)

I would like to know what your cut-off point is for determining when a work is over or underused. I think such a measure would be most useful. Maybe you could market a device that would be programmed to make loud noises and emit foul odors when certain words or phrases showing up too often or too infrequently. One might call it a Word-O-Meter and it would serve to both detect and protect from certain forms of verbal diarrhea or constipation.

Anyway, what with Steve Karpman on your side, who can disagree? Patience and hope are out and impatience and hopelessness are in.

It's too bad that TA failed.

Oh well, so much for that.

Now that it's all over, I'll just hang up the circles and triangles and corrals and octahedrons and matrixes and profiles and assorted grams (Ego and Disagree-O) and go sit on a log for awhile.

Sadly,
Leonard Ghan

Hi Len:

Thank you for your letter in response to my letter, both of which were printed in the *Script*. (This could become a habit.) I think a Word-O-Meter for over or underused words would be great. When will *you* market it? My detector is internal, like a response to nice or evil smells, based on their exposure in communications. I now react badly to "hopefully," "whopping," "incidentally," and "warmly." Underused words include "I like you/that," "tell me more," "what do you like," "I made a mistake," and "I see your point of view."

I believe that patience/impatience, and hope/hopelessness are opposite sides of the same script coins. I would suggest, instead, understanding and data gathering.

Don't give up on TA now! The fun is just beginning! 1984 will be a very good year.

Gladly,
Mel Boyce

Ten Years of TAJ: A Retrospective Call for Papers Deadline: August 1, 1980

The January, 1981 issue of the *TAJ* will be a special tenth anniversary edition. It will look at what has happened to the science of TA during the ten years since the death of Eric Berne and the beginning of the *TAJ*. For more information on the kinds of articles we are looking for, see the March and April issues of the *Script*.

The "Procedures for Handling Ethics Charges Within the ITAA" are available upon request from the ITAA Office.



Summer Conference - August 6-10, 1980

San Francisco, California - Hyatt Regency Hotel

Summer Conference Program Books were mailed to all ITAA members in mid-April. Register early! Fees increase after July 18, 1980.

POST SCRIPT

THE ITAA BULLETIN BOARD

Guidelines: send only clean, photo-ready copy in one piece (preferably a stat). Do not send copy in several pieces pasted on cardboard. No xeroxes please. Submitter will be billed for any additional work necessary to prepare ad copy for publication. Location of announcements is up to the discretion of the managing editor. Please note: since we use a 10% color screen on ad pages for background color, it is not advisable to use photos or fine line drawings in ads. Both will lose clarity with the color screen. Bold, clear copy is preferable.

Deadlines: first of the month prior to the month of publication. Please note that second class mail delays mean that the *Script* may arrive up to two months after publication in some parts of the world. Ads should include dates at least two months from the time of publication.

Dimensions and Fees: Post Script Ads
Eighth page - 4½" across X 3¼" down $100
Quarter page - 4½" across X 6½" down $175
Half page - 9½" across X 6½" down $300

Classified Advertising

TRAINING WEEK IN HAWAII with Ron Ching, CPTM and Art Greer, CM (*The Sacred Cows Are Dying*) to learn a unique blend of classical TA, Redecision Therapy, Miniscript theory for life/therapy/social skills and integration. At a beautiful setting on the ocean at Makaha, Oahu; lodges, private pool, and exotic cuisine. June 23-29. $430 includes lodging and food. Write Ron Ching at 5290 Kalanianaole Hwy, Honolulu, HI 96821; (808) 373-4593.

BRING YOUR TRAINING GROUPS TO HAWAII. I can arrange beautiful ocean facilities with pool for maximum 18 people plus cooks and other training needs. Information and fees: Ron Ching, CPTM, 5290 Kalanianaole Hwy, Honolulu 96821.

PSYCHOTHERAPY PRACTICE FOR SALE - successful corporate therapy/consulting/training practice in major Vermont city. Established TA reputation and clientele, relationship with third-party payers, local community. Access to transportation, university, medical school. Contact VITA, 362 Main St., Burlington, VT 05401. (802) 862-6589.

IMPROVE YOUR FINANCES with this great little book, *Gold in Your Resource Bank.* Handy hints, energy and time organizers, money planning, investments to avoid. Send $2 plus tax. Discounts for quantity. Mel Boyce, 9 Mojave Ct., Corte Madera, CA 94925. Phone (415) 924-7331.

ONE WEEK TRAINING WORKSHOP IN

TRANSACTIONAL ANALYSIS AND BIOENERGETICS

The workshop will provide TA and Bioenergetics principals including: character development, scripts, passivity confrontation and re-decision. Both didactic and experiential opportunities will be provided.

The workshop will be held in beautiful Porto Heli, Greece, July 20 to July 27, 1980.

Faculty: Anna K. Miller, MSW, CPTM, and Len Hochman, Ph.D., Co-Director of the New York State Society for Bioenergetic Analysis.

Fees: $615 (double occupancy) or $675 (single occupancy). Breakfast and either lunch or dinner included.

For information contact:
Anna K. Miller, MSW, CPTM
Transactional Institute of
Baltimore/Columbia, Maryland
Suite 455, The Rotunda
711 W. 40th Street
Baltimore, Maryland 21211

TRANSACTIONAL PUBLICATIONS

P.O. Box 3932 Rincon Annex • San Francisco, CA 94119

New Titles

A GUIDE TO TRANSACTIONAL ANALYSIS: A Handbook for Managers and Trainers. Ron Clements. Paper $ 6.50
A practical handbook with emphasis on organizational applications of TA. Includes short discussions of TA in team building, interviewing, selling, training.

BEYOND THE HOT SEAT: Gestalt Approaches to the Group. edited by Bud Feder and Ruth Ronall. Cloth $15.00
A new collection of original articles emphasizing the role of the group within a Gestalt setting. Focuses on clinical, educational, and community applications.

Updates

- PRACTICAL MAGIC has been delayed by the publisher until early June. The tentative price has been increased to $12.00. As an inflation fighting gesture, Trans Pubs will fill all paid orders received by May 15 at the previously announced price of $9.95.
- We will have a complete catalog update in the July Script including new titles and price changes.
- We have a limited number of copies of the 1980 Physician's Desk Reference available at $15.00. Please order by June 1st.

Shipping charge 5% ($1.00 minimum)
California Residents please add tax.
Free shipping to ITAA members on orders of $25 or more.

TRANSITIONS: Making Sense Out of Life Changes

TRANSITION I: Is a one-day conference presenting a broad overview of transitions for an audience of lay and professional people who want to know more about the impact of transitions on their lives and how to deal with it constructively.

Transition I—Sun. July 6, 1980

TRANSITION II: Is an intensive 5-day program of workshops for educators, counselors, therapists, physicians, nurses, professionals-in-training and policy-makers who want to find out how to work more successfully with people seeking help with transition-related problems.

Transition II—Mon.-Fri. July 7-11, 1980

HERE ARE A FEW OF THE KEY PRESENTORS:

Roger Gould, M.D. *Gay Luce, Ph.D.* *Kenneth Pelletier, Ph.D*
Daniel Levinson, Ph.D. *John Perry, M.D.* *Mel and Pat Krantzler*

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FOR ADDITIONAL INFORMATION WRITE OR CALL:

Transitions Institute California School of Professional Psychology
2152 Union St., S.F., Ca 94123 • Tel: 415-346-2953

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present

3 DAY "HOW TO" WORKSHOPS

at Sag Harbor, Long Island, New York
on Peconic Bay

A. How To Do Couples & Family Therapy
(includes 1 hour of theory)
Tuesday July 1, (supper) thru Friday July 4 (lunch)

B. How To Do 3rd, **efsha** 4th Degree Impasse Work
(Beyond Redecision — TA/Primal/Regression Analysis)
Friday, July 4 (supper) thru Monday, July 7 (lunch)

C. How To Enjoy Yourself: Our No Work Workshop
(Fun, Understanding, Community, Kindness)
Monday, July 7 (supper) thru Thursday, July 10 (lunch)

Tuition includes Lodging, Meals.
Workshops A or B, limited enrollment, each $225.
Workshop C, $100. (No misprint, One Hundred Dollars).
Mail $50 deposit for each workshop to S. D. Gellert
Redecision Institute for Transactional Analysis
P.O. Box 805, Huntington, N.Y. 11743
Phone (516) 673-8187.

5th Annual Radical Psychiatry Training Institute

August 14, 15, 16 & 17, 1980.

San Francisco

$65 before July 24; $80 after July 24

Benefit for Issues in Cooperation and Power and the Bay Area Radical Psychiatry community.

This year's theme, Political Optimism and Personal Power, reflects our belief that by living and working cooperatively we increase our personal power and generate the optimism needed to develop and implement political solutions to society's problems.

In addition to the basics of Radical Psychiatry (theory, practice, mediations, constructive criticism, internalized oppression), we will have workshops and discussions on racism, homophobia, intimacy, living and working cooperatively, and working in institutions. We will use large and small groups to increase the effectiveness of the learning and teaching process.

To preregister send this form and a $25 deposit (refundable until July 15) to Radical Psychiatry Training Institute, c/o 235 Broderick, San Francisco, CA 94117.

Name _____

Address _____

City _____ State _____ Zip _____

I need childcare for _____ children who are _____ years old.

If you need housing while you are here, we will coordinate your sleeping in someone's house, probably on the floor, for a fee of $5 per night. The fee also goes to Issues in Cooperation and Power.

Do you smoke cigarettes? _____

Number of people _____

ETA CONFERENCE 1980
July 6/11, 1980
URGENT!!! BRIGHTON, ENGLAND URGENT!!!

Special flights have been booked for U.S. participants through U.S. coordinator, Joe Cassius, at the cheapest rates available from various U.S. gateway cities departing July 4th and returning July 12th. For those of you who may wish to attend the post-conference two-day Body Script Workshop led by Joe Cassius, return space has also been blocked July 14th. Other dates are available for trans-Atlantic travel to accommodate your plans. As of March 15th, the following fares are applicable round trip to London direct from:



New York (Laker)	$512	Seattle	$654
Washington	$587	Miami	$593
Houston	$587	Chicago	$600
Los Angeles (Laker)	$622	San Fran	$691

These fares are subject to change and are subject to Advanced Purchase Excursion (APEX) cancellation rules. We urge immediate payment and ticketing to avoid further airfare increases. Major credit cards accepted. Contact immediately:

Jim Rule • Poe Travel Service
Box 2576 • Little Rock, AR 72203
Tel: 501—376-4171 • 9:00 a.m.—4:30 p.m. Mon/Fri

CONFERENCE REGISTRATION FORMS AND FURTHER DETAILS ALSO AVAILABLE FROM POE TRAVEL.

N.B. Flights have also been reserved to coincide with a seven day Body Script Workshop with Joe Cassius and Margaret Turpin near Southampton, England, August 23/30. Contact Poe Travel for more details.

Earn your Ph.D. in Counseling Psychology

through **International College** in a program of independent study plus intensive training offered at the San Diego Institute for Transactional Analysis. Students study under the tutorial guidance of Hedges Capers, Ph.D., and Marianne Welter, D.S.W. Our Master's program through the **University Without Walls/International College** is approved by the State Board of Education in California as satisfying the educational requirements for licensing in California.

Summer Intensive: June 23 - July 11

For more info contact: San Diego Institute for Transactional Analysis, 7636 La Jolla Boulevard, La Jolla, CA 92037, (714) 459-6938.

Convention News: Soaring Prices for the 80's

☐ If you're astonished at the current hotel rates, you're not alone. If you hope the upward trend in costs will soon end, you're in for a disappointment.

☐ All the information we receive indicates that costs will continue to rise. The same economic factors, such as rising costs for food, beverages, gas and electricity that work on us individually are effecting hotels, restaurants and airlines. Employee payroll and benefits comprise a major portion of the increased costs. One hotel reports that employee payroll and benefits make up 60% of the increase in costs.

☐ The chart below was published in *Association Trends,* March 7, 1980. It doesn't give us encouraging information, but it may serve as a realistic picture for the 80's.

Marianne Fraticelli
Conference Coordinator

HOW YOUR COSTS WILL RISE AT 10% PER YEAR

		1978	1979	1980	1981	1982	1983	1984	1985
AIR FARES									
Round trip	NY-Paris	$650	$650	$700	$770	$847	$932	$1,025	$1,127
economy class	NY-LA	426	454	618	680	748	823	905	996
	Chgo-St. Louis	88	92	126	139	153	168	185	203
HOTELS									
One weekday	Hotel Pierre, NY	$100	$110	$120	$132	$145	$150	$176	$194
night, single room,	Beverly Wilshire, LA	70	70	80	88	97	107	118	130
lowest rate	Omni Internat'l, Atlanta	39	44	69	76	84	92	101	111
RESTAURANTS									
Average dinner	Sardi's, NY	$34	$38	$45	$50	$55	$60	$66	$73
check for two	San Souci, DC	40	50	50	55	61	67	74	81
	Trader Vic's, SF	30	35	40	44	48	53	58	64
TAXIS									
Five-mile trip,	New York	$4.15	$4.15	$4.30	$4.73	$5.20	$5.70	$6.30	$6.90
without tip	Chicago	3.30	3.30	4.60	5.10	5.60	6.20	6.80	7.50
	Los Angeles	4.80	4.80	6.00	6.60	7.30	8.00	8.80	9.70
CAR RENTALS									
National average	Avis	$15.95	$20.95	$31.00	$34.00	$37.00	$41.00	$45.00	$50.00
for compact car,		+ 26¢/	+ 31¢/	+ 42¢/					
weekday rate		mile	mile	mile					

—Chart from Smith-Bucklin & Co.

Connector Room Up-date

Do you have something interesting to talk about or to share about yourself?

Are you one of our international members and would you be willing to share about your country and its customs, culture, etc.?

Do you play a musical instrument?

Do you like to read poetry?

Edie Bogusky is looking for people to host/hostess conversation hours in the Connector Room at the summer conference. If you are interested, contact Edie at 5537 Waterman, #3W, St. Louis, MO 63113.

Special Reminder: send in those baby pictures! Instead of a "baby of the day" contest, we are going to be playing match-up, so we need people to send two pictures — one of them as a baby and one as they are now. (Oh, sure there's a difference!) Send these to Edie Bogusky at the address above.



Volunteer Scholarships Available for Summer Conference

You are invited to join the volunteer forces at the 18th Annual Summer Conference in San Francisco, August 6-10, 1980. Association members from all over the world will be there. Volunteers are needed each day for a variety of jobs and, in return for your work as a volunteer, the ITAA will show its appreciation by giving you a scholarship worth free registration at the conference.

All volunteers are required to attend a training/orientation meeting. Volunteers may choose between two meetings — one on Sunday, August 3 at 3pm and the other on Wednesday, August 6 at 3pm.

Registration entitles the volunteer to attend all general sessions, papers, panels, and the parties on Wednesday, Thursday and Saturday nights. Workshop and banquet tickets are not included, but may be purchased separately.

Volunteer scholarship recipients will be selected on the basis of times they are available and skills they have to offer. If you are interested, complete the following application and return to Marianne Fraticelli, c/o ITAA office, by June 20. You will be notified immediately about whether or not you have been selected as a volunteer. Once you have been accepted, your registration for the conference is completed and you may register for workshops, the banquet and other activities, if you wish.

Members - 12 hours of volunteer work equals free registration (worth $65)
Non-members - 20 hours of volunteer work equals free registration (worth $100)

Name_____

Address_____

Phone _____ ITAA Membership category_____

I want to be a volunteer because _____

_____

I will attend the volunteer staff meeting ___ Sunday, August 3 at 3pm or ___ Wednesday, August 6 at 3pm.

I can work: ___ Sunday 8/3; ___ Monday 8/4; ___ Tuesday 8/5;

___ Wednesday 8/6; ___ Thursday 8/7; ___ Friday 8/8; ___ Saturday 8/9;

___ Sunday 8/10; ___ in the ITAA office prior to these days.

I am able and interested in doing the following things (check as many as you want):

___ make signs
___ type
___ work with children/youth
  ___ ages 3-6
  ___ ages 7-10
  ___ ages 11-14
  ___ ages 15-18
___ staff the stroke room
___ "go for" at board meetings
___ work in bookstore
___ I prefer a variety of jobs
___ host/hostess in the Connector Room
___ "go for" at business meeting
___ ticket taker at banquet
___ assist with selling workshop tickets
___ I prefer to do the same job each time I work

Enclosed is a list of programs I would like to attend. If possible, don't schedule me to work during these times. If there is a problem with the schedule you design for me, I will notify you immediately so that a change can be made. If, for any reason, I find that I cannot attend the conference, I will give ample notice so that a substitute can be found for me.

_____
Signature

Calendar

August 6-10, 1980 ITAA Summer Conference, San Francisco, California
January 14-18, 1981 ITAA Winter Congress, Washington, DC

Exam	Exam Date	Location	Application Deadline
CM and SFM Oral Exams	June 16, 1980	Perth, West Australia	March 19, 1980
	June 20, 1980	Rio D'Janeiro, Brazil	January 21, 1980
	July 6, 1980	Brighton, England	April 7, 1980
	August 6, 1980	San Francisco, California	May 8, 1980
	September 15, 1980	Wellington, New Zealand	June 18, 1980
	October 10, 1980	Adelaide, South Australia	July 15, 1980
	October 25 or 26, 1980	Calgary, Alberta, Canada	July 30, 1980
	October 29, 1980	Ann Arbor, Michigan	July 31, 1980
	November 9, 1980	Europe	August 12, 1980
	November or December, 1980	South America	June or July, 1980
TM Exams	July 6, 1980	Brighton, England	April 7, 1980
	August, 1980	San Francisco, California	May 6, 1980
Written Exams	September 26 or 27, 1980	To Be Announced	July 1, 1980
PTM Contract Workshop	August 3-5, 1980	San Francisco, California	June 12, 1980 (includes payment of $100 non-refundable application fee)

All fees are due on or before the deadline for applying for an exam. All exam fees are non-refundable but will be kept as credit in your account if at least 30 days notice is given for cancellations. Otherwise the fee is forfeited. Fees: $75 Written Exam; $100 Oral Exam; $30 all contract filing fees.

Committee Reports

Research Committee

Information on research wanted: Jack Vander Woude, chairperson of the Research Committee, would like to hear from anyone who is doing research involving transactional analysis theory or techniques. Please send him a brief note on the nature of your research project, including any suggestions or needs you might have that could be served by the Research Committee. The committee is in the formative stage with its direction yet to be decided. Jack would like any information, suggestions or questions sent to him by June 15, 1980. Address them to: Jack Vander Woude, PhD, Human Resource Associates, 3910 South Rural Rd, Ste. A, Tempe, AZ 85282.

Long Range Policy and Planning Committee

Special Notice to All Standing Committees: please provide feedback to the Long Range Policy and Planning Committee on the proposed purpose statement for the ITAA.

Grievance Committee

To serve our members better, the Grievance Committee would like you to know why we exist, how we function and whom you can contact in your area to assist you in resolving grievance issues.

The purpose of the Grievance Committee, as stated in the charge from the Board of Trustees, is to receive complaints from all members, to act to resolve problems between members, and to report our actions to the Board of Trustees. We see our functioning as analogous to a "positive internal influencing Parent" for the organization in order to provide protection for ourselves and our clients and to maintain credibility with the general public, especially other professional organizations.

The specific ways we have outlined to serve the membership are as follows:

1. Establish and define policy regarding grievances.
2. Provide information to our members on our standards for professionalism and what constitutes a grievance.
3. Keep members informed about the procedures for initiating a grievance including determining whether a particular concern constitutes a grievance.
4. (a) Act as a clearing house for channeling complaints from members to the proper committee for action.
   (b) Work with other committees as appropriate in resolving complaints.
5. Have committee members serve as regional consultants to hear complaints, gather information, offer consultation and act to resolve problems at the regional level.
6. Act as a preliminary body to the ethics committee to resolve issues regarding oversight or lack of information before they become ethical issues.
7. Act as mediators in any disputes between members of the organization.
8. Keep the Board of Trustees informed of our actions.
9. Act with discretion in relation to the confidentiality of all parties concerned in any grievance procedures.

We would also like to have feedback from you, especially those of you outside the US, concerning any additional ideas for how we could better serve you.

The procedure we have established for handling complaints from members is as follows:

1. The concerned individual writes or calls the regional representative to determine if their concern constitutes a grievance.
2. When a grievance is indicated, the representative asks the individual if they wish to handle the grievance themselves.
3. If assistance is requested, the regional representative investigates by obtaining information from both parties.
4. After obtaining evidence of a grievance, the representative requests that the offending person cease the behavior constituting the grievance.
5. If the grievance is a dispute between members, the representative invites both parties to meet with him/her to resolve the differences.
6. If the grievance is resolved, the representative shares the action at the next committee meeting.
7. If the grievance is not resolved at the local level, then the representative brings the grievance before the committee or in the case of a dispute, invites the parties to appear before the committee to resolve the differences.
8. The committee follows the same procedures as above in seeking to resolve the grievances.
9. If the offending party or parties are not willing to cease the offending behavior the matter is referred to the Ethics Committee.
10. The committee reports its actions to the Board of Trustees.

We hope this information will assist you in initiating and resolving complaints you have as members of ITAA. We will provide further information in subsequent issues of the *Script* concerning specific policies which may serve as guidelines to promote professionalism within our organization.

The regional representatives for the Grievance Committee and the geographical areas for which they are responsible are listed below.

Chairperson: Vann Joines, Southeast Institute, PO Box 2183, Chapel Hill, NC 27514. (919) 929-1171
Northeast: Margery Friedlander, 19 Rose Lane, Chappaqua, NY 10514. (914) 238-9053.
Latin and South America: Carlos Alfonso Gomez, Goldsmith No. 37-502, Col. Polance Z.P. 5, Mexico.
Northwest: Doris Haykin, 9304 Mercerwood Dr., Mercer Island, WA 98040. (206) 232-1479.
Northwest: Richard Hutchins, 16137 Reese Rd., Lake Oswega, OR, 97034. (503) 635-2425.
Midwest: Sandi Kahler, 4209 Kenyon Rd., Little Rock, AR 72205. (501) 661-0750.
California: Kay Martin, 1700 Willow Rd., #301, Palo Alto, CA 94304. (415) 327-1159.
Southeast: Joyce Murray, 1433 Whitfield Park Circle, Savannah, GA 95065. (912) 354-8655.
Southwest: Jack Vander Woudè, 5513 S. Compass, Tempe, AZ 85283. (602) 967-8793.

What Do You Think About Proposed Ethics Statement?

Send to Laura Cowles-Boyd, Ethics Committee Chairperson, 4502 Northridge Rd., Norman, OK 73069

Principles	Accept with Minor Change (indicate desired change)	Unacceptable (indicate objection)	Comments
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			

MOVING?

Attach **present mailing label here** and print in NEW information below. *(Please allow four weeks processing time.)*

Name

Street Address

City

State or Country Zip Code

Home Phone Work Phone

Please send all address and phone changes to the ITAA office, 1772 Vallejo St., San Francisco, CA 94123.