1. Course Designation and Identifier

1.1 Adler Graduate School
1.2 Course number 541
1.3 Family Systems: Theoretical Foundations, Theories, and Practical Applications
1.4 Three (3) credits
1.5 Prerequisite: None

2. Course Description

This course provides basic information about theory guiding family therapy and the history of theories that have impacted the study of families. A variety of conceptual and theoretical frameworks will be studied (e.g., family systems theory, family development, symbolic interaction, effective communication, human ecology, feminist perspectives, bio-social perspectives). Key concepts and basic assumptions will be identified to assist the learner in understanding and conceptualizing core components of the Family Social Science discipline. The course is designed to teach students to integrate Adlerian Individual Psychology with Family Systems Theory and to identify resulting therapeutic strategies. By comparing and contrasting Adlerian Psychology and Family Systems Theory, and their related applications, students will become more effective in their relationships with future clients.

3. Texts, Materials and Resources (required and optional)

3.1 Required texts:


3.2 Optional


3.3 Course Articles and Handouts from Course Room

Readings will also be included in the course room section of the two weekly assignments that will be requirements for additional readings.

4. **Competencies and Learning Outcomes**

Students in this course:

4.1 Learn the basic theories which have provided for the basic thought frameworks of Family Science (9h);

4.2 Become familiar with the key aspects of what a theory is and the significant concepts that are part of model-building (9e);

4.3 Know some of the work of the early Family theorists and a history of the major theoretical models; (9h);

4.4 Understand a variety of models and theories of MFT. Understand family development and the life cycle, sociology of the family, family phenomenology, and contemporary issues and methodology (9e-h).

4.5 See the connections between these theoretical models and how they are linked to the practice of family therapy (9e-h);

4.6 Examine the specific frameworks such as family development, symbolic interaction, communication, human ecology, and feminist, biosocial, and social family systems theories (9h);

4.7 Be able to think creatively in a multidimensional fashion, in order to better formulate a family systems approach in alignment with student's own personal and professional understanding of Family as a discipline. Knows the professional organizations, preparation standards, and credential relevant to the practice of MFT (9c-f).

4.8 Be able to gain some ability to theorize about an Adlerian/Dreikursian family-oriented theory (10a, b,c,d)
4.9  Learn key family systems concepts (5e);

4.10  Become sensitized to the multiplicity of family forms and the ramifications for treatment (9c);

4.11  Become familiar with select theoretical perspectives and practitioners of family therapy.

4.12  Be able to think from a “systems” perspective about assessment and treatment of family; (9a,b,c)

4.13  Conceptualize the role of an “Adlerian” family systems therapist (10e);

4.14  Learn the three phases of family therapy and the therapist’s role for each phase; (9a,b,c)

4.15  Become aware of a variety of family assessment methods and innovative treatment methods (9c)

4.16  Consider some issues related to special problems and populations (i.e. separation, divorce, adoption, medical patients) (9f);

4.17  Increase appreciation for personal and professional issues and dilemmas related to working within this area of focus (9g)

4.18  Issues related to drug and alcohol will be studied in relationship to their strong effect on the individuals, couples, and families they impact.

5.  **Course Overview**

5.1  AGS online courses have the same total duration as residential courses – 7 weeks (5 weeks of coursework plus two weeks for completing final assignments). You should expect to spend 120 hours on all course-related activities. Your instructor will be actively available for all class activities and individual consultations for the duration of the coursework and as needed until final papers grades are submitted.

5.2  Your course instructor will respond to your questions or comments within 48 hours (barring unforeseen circumstances). You will be expected to observe the same response time--replying within 48 hours. During the class, your instructor will post specific office hours on your class webpage.

5.3  Please stay current in the class. Generally, you will be expected to complete reading assignments, submit at least two substantive postings per week (in response to the questions and/or tasks by your instructor), and – in some cases - engage in experiential activities, per syllabus. These expectations are very general, as you will find a unique teaching style and specific expectations presented in each online class.

5.4  Although you will likely find that you have a lot of experience in the discussed topics, please remember that the most convincing position is the one supported by the most current and relevant research. You will find these sources in peer-reviewed journals. Use APA style and format requirements in referencing sources.
6. **Course Outline**

The following is only a summary of required and recommended reading. Please refer to your coursepage for complete list.

**Unit 6.1**
**Original Post Due: Tuesday, September 30th - Peer Response Due: Wednesday, October 1st 2014**

Adopting a Family Relationship Frame – Goldenberg & Goldenberg (Chapter 1)

Family Development: Continuity and Change – Goldenberg & Goldenberg (Chapter 2)

Understanding Human Behavior – Sherman & Dinkmeyer (E-Mailed to Students)

Summary of Principles of Adlerian Family Therapy (Handout in Course Room)

**Knowledge, Awareness & or Skills Developed: (Competencies)**

Understanding the family system and/or structure. Knowledge
Understanding a family life cycle perspective. Knowledge
Understanding how human behavior is linked to the family system. Knowledge, and awareness.
Understanding the principles of Adlerian Family Theory. Knowledge and awareness.

**Unit 6.2**
**Original Post Due: Friday, October 3rd 2014- Peer Response Due: Saturday, October 4th, 2014**

Gender, Culture, and Ethnicity Factors in Family Functioning – Goldenberg & Goldenberg (Chapter 3)

Interlocking Systems: The Individual, The Family, and the Community – Goldenberg & Goldenberg (Chapter 4)

Appendix B: Becoming a Competent Family Therapist: Training and Supervision Goldenberg & Goldenberg (Appendix B)

Family Organization and Dynamics – Sherman & Dinkmeyer (E-Mailed to Class Members)

**Knowledge, Awareness & or Skills Developed: (Competencies)**

Understanding, culture, and ethnicity in family functioning. Knowledge, awareness, and skills.
Understanding the individual, family, and community relationship. (Knowledge, awareness, and skills)
Becoming a competent family therapist. Knowledge, awareness, skills.
Family organization and dynamics. Knowledge, awareness, skills.
Unit 6.3

Original Post Due: Tuesday, September 7th 2014 - Peer Response Due: Wednesday, October 8th, 2014

Origins and Growth of Family Therapy – Goldenberg & Goldenberg (Chapter 5)
Professional Issues and Ethical Practices – Goldenberg & Goldenberg (Chapter 6)
AAMFT Code of Ethics www.aamft.org and Goldenberg & Goldenberg (Appendix A)
Structure of Adlerian Family Therapy Sherman & Dinkmeyer (E-Mailed to Class Members)

Knowledge, Awareness & or Skills Developed: (Competencies)

Understanding the origins and growth of family therapy. Knowledge and awareness.
Understand professional issues and ethical practices. Knowledge and awareness.
AAMFT Ethics. Knowledge and awareness.

Unit 6.4

Original Post Due: Friday, October 10th 2014 - Peer Response Due: Saturday, October 11th, 2014

Psychodynamic Models - Goldenberg & Goldenberg (Chapter 7)
Transgenerational Models - Goldenberg & Goldenberg (Chapter 8)
The Basics of Change - Sherman & Dinkmeyer (E-Mailed to class members)

Knowledge, Awareness & or Skills Developed: (Competencies)

Psychodynamic and Transgenerational Models. Knowledge and Awareness.
- Freud, Adler & Sullivan
- Psychodynamic Outlook
  o Ackerman
- Object Relations Theory – Framo, Sharff & Scharff
- Self Psychology – Kohut
- Intersubjective Psychoanalysis
- Relational Psychoanalysis
- Bowen’s Family Therapy
- Eight Interlocking Theoretical Concepts
- Family Systems Therapy
- Contextual Therapy

Understanding Change in Family Therapy. Knowledge and Awareness
Unit 6.5
Original Post Due: Tuesday, October 14th- Peer Response Due Wednesday, October 15th.

Experiential Models – Goldenberg & Goldenberg (Chapter 9)
The Structural Model - Goldenberg & Goldenberg (Chapter 10)
Adlerian Family Therapy as an Integrative Theory –Sherman & Dinkmeyer (E-Mail to Students)

Knowledge, Awareness & or Skills Developed: (Competencies)

Experiential and structural models. Knowledge and awareness.
- The Experiential Model
- Carl Whitaker and Symbolic-Experiential Family Therapy
- Gestalt Family Therapy
- The Human Validation Model (Satir)
- Emotionally Focused Couple Therapy (Johnson & Greenburg)

Adlerian Family Therapy. Knowledge, awareness.

Unit 6.6
Original Post Due: Friday, October 17th - Peer Response Due: Saturday, October 18th

Strategic Models –Goldenberg & Goldenberg (Chapter 11)
The Milan Systemic Model –Goldenberg & Goldenberg (Chapter 11)
Adlerian Family Therapy Techniques –Sherman & Dinkmeyer (E-Mailed to students)

Knowledge, Awareness & or Skills Developed: (Competencies)

Strategic and Milan Systemic Models. Knowledge and awareness
- MRI Interactional Family Therapy
- MRI Brief Family Therapy
- Strategic Family Therapy (Haley & Madanes)
- The Milan Systemic Model

Adlerian Family Therapy Techniques

Unit 6.7
Original Post Due: Due: Tuesday, October 21st - Peer Response due October 22nd.

Behavior and Cognitive-Behavioral Models –Goldenberg & Goldenberg (Chapter 12)
Psychoeducational Models: Teaching Skills to Specific Populations –Goldenberg & Goldenberg (Chapter 15)
Research on Family Assessment and Therapeutic Outcomes – Goldenberg & Goldenberg (Chapter 16)

Knowledge, Awareness & or Skills Developed: (Competencies)

Behavior, Cognitive-Behavioral, and Psychoeducational Models: Knowledge and awareness.
- Allert Ellis and Aaron Beck
- Behaviorally Influenced Forms of Family Therapy
- Families with Mental Disorders
- Medical Family Therapy
- Short-term Educational Models

Family Research, Assessment, Diagnosis, and Treatment Planning: Knowledge, awareness, and skills.
- Qualitative and Quantitative Research Methodologies
- Couple and Family Assessment Research
- Family Therapy Process and Outcome Research
- Evidence-Based Family Therapy

Unit 6.8  Original Post Due: Friday, October 24th - Peer Response due October 25th

Change in family therapy – Moodle page reading
A Comparative View of Family Theories and Therapies (Chapter 17)
- Units of study, Time Frames, and Differences and Similarities

Unit 6.9  Original Post Due: Tuesday, October 28th – Peer Response due October 29th

Social Construction Models (Chapters 13 and 14)
A Comparative View of Family Theories and Therapies (Chapter 17)

Knowledge, Awareness & or Skills Developed: (Competencies)

Social Construction Models: Knowledge and awareness.
- Postmodernist Constructions
- Postmodern Therapeutic Outlooks
- Social Construction Therapies
- Solution-Focused Brief Family Therapy
- A Collaborative Approach

Comparitive Views of Family Theories and Therapy: Knowledge and Awareness.

Unit 6.10  Original Post Due: Friday, October 31st, Peer Response Due Saturday, November 1st

Display of Special Project in Course Room
7. Assessment/Evaluation Procedures
(Detailed descriptions of these assignments are available on Moodle)

7.1 Assignment Overview

7.2 Grades

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points</th>
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<tbody>
<tr>
<td>A</td>
<td>90-100 points</td>
</tr>
<tr>
<td>B</td>
<td>80-89 points</td>
</tr>
<tr>
<td>C</td>
<td>70-79 points</td>
</tr>
<tr>
<td>R</td>
<td>Retake - Needs more time or instruction to master the requirements of the class</td>
</tr>
<tr>
<td>NC</td>
<td>Quality of work or participation falls below minimum expectations, including:</td>
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<td></td>
<td>• Not attending class.</td>
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<td></td>
<td>• Not properly notifying registrar of a withdrawal</td>
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<td></td>
<td>• Missing class periods in excess of the number allowed by AGS’s course attendance policy (see section 9 below)</td>
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<tr>
<td></td>
<td>• Not resolving a grade of incomplete within 45 days after the last class meeting (not the assignment due date) and an agreed upon extension has not been arranged by the student and instructor. The Incomplete turns to No Credit (NC) and the course must be repeated at full price.</td>
</tr>
</tbody>
</table>

7.2 Original Forum Posting Submissions
Original posts are graded on a scale of 0-4 points. Responses posted after the deadline will not be graded. You can earn a maximum of 36 points in this required activity.

<table>
<thead>
<tr>
<th>Points</th>
<th>Interpretation</th>
<th>Grading Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Excellent</td>
<td>Comments a) are accurate and relevant; b) demonstrate original thinking; c) use appropriate scholarly support; d) are well written, with no significant grammar and punctuation errors and no violation of “netiquette”. Four point comments contribute substantially to the course discussions and stimulate additional thought and further discussions about the topic discussed in the particular unit.</td>
</tr>
<tr>
<td>3</td>
<td>Above Average</td>
<td>Comments lack at least one of the above qualities, but are above average overall, with regard to their content, and make a good contribution to our understanding of the issue being discussed.</td>
</tr>
<tr>
<td>2</td>
<td>Average</td>
<td>Comments lack two or three of the required qualities. Comments which are based upon personal opinion but not supported by scholarly research or personal experience and/or comments violating important “netiquette” rules often fall within this category.</td>
</tr>
<tr>
<td>1</td>
<td>Minimal</td>
<td>Comments present little or no new information, lack three or more of the above qualities. However, one point comments may provide important social presence and contribute to a collegial atmosphere.</td>
</tr>
<tr>
<td>0</td>
<td>Unacceptable</td>
<td>The comment lacks all four qualities or in violation of AGS academic integrity policy</td>
</tr>
</tbody>
</table>

7.3 Peer Responses

Peer responses can earn 1.0 point per each peer response (with the total of 2 points per unit, and a maximum of 18 points per course). Peer responses are graded on accuracy,
relevance, presence of scholarly support, and delivery (including compliance with major grammar and punctuation rules and netiquette). Peer responses posted after the deadline will be not be graded.

In these responses, you will a) bring another aspect to the discussion, add a new insight to the already offered ideas; b) find additional scholarly support for your classmate’s position and demonstrate that you have done some good additional reading on the issue; c) reply to a group of your classmates by comparing or contrasting their stated positions, or probing, offering a counter-thought; and/or d) integrate your classmates’ observations into your original position (whether supportive or not).

In meeting at least one of the above (a-d) requirements, a good peer response will bring the discussion to an advanced level and will parallel what you might observe in a live scholarly debate. While offering a good challenge in your peer responses, please don’t forget that validation and respect are two integral rules in any scholarly conversation.

<table>
<thead>
<tr>
<th></th>
<th>Acceptable</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>a) are accurate and relevant; b) demonstrate original thinking; c) use appropriate scholarly support; d) are well written, with no significant grammar and punctuation errors and no violation of “netiquette”.</td>
</tr>
<tr>
<td>0</td>
<td>Unacceptable</td>
<td>Comments reflect only a repeat of the information presented in the post and do not add an additional level of understanding to the posting.</td>
</tr>
</tbody>
</table>

7.4 Special Project Due October 31st

Each student will be assigned a more recent or integrative model of Family Therapy. As your assignment each student will present a powerpoint, video, Internet website of their own design or whatever means of presenting the material to other members of the class. Each presentation is to include the premise of the theory, the founder(s), when it was developed, the key concepts surrounding the theory, key vocabulary relevant to the theory, with what diagnoses or family groups the theory is best used, and a case study presenting how the theory is integrated with the family system. The information is not to be a repeat of anything that might be presented in the text for this course. Each student must cite at least 4 additional references that were used in the preparation of this project. The references are to be included on the final page of the presentation. The project is due in the courseroom on October 31st, 2014. Two responses to your classmates are due November 1st, 2014.

Points for Special Project:
- Originality of Presentation: 2 Points
- Premise of Theory: 3 Points
- Founder of Theory: 2 Points
- Key Concepts of Theory: 3 Points
- Key Vocabulary Terms: 3 Points
- Case Study: 5 Points
- References: 3 Points

**TOTAL** 21 Points
7.7 Final Paper

Write a 10 to 15 page paper defining your intended approach to Family Therapy. This paper is due two weeks after the class ends Friday, October 14th. This is to be in APA Style 6th ed. and include a cover page, abstract, body of the paper, and references. Final Paper: Knowledge, Awareness, and Skills. (4.10)

a) Identify the kinds of families you are most likely to work with. What would be some of the key variables and definers of the population? Highlight the types of problems and stage of family development that this population has. 5 points
b) Select a “systems approach” to which you are most drawn. What kinds of interventions would you be most likely to make? Describe in detail the family systems approach that you would utilize and how you would use it. 7 points
c) Cite a fictitious case example of how you would go about the treatment process with a typical client family. Include a three or four generation genogram which covers a general format, or the time line genogram format of this fictitious case. This section is to include ideas for assessment and treatment planning. 7 points
d) Incorporate citations and references from the required readings and course materials as well as any other reference materials or citations you would like to use from professional books or journals. Your paper should include at least eight citations with at least five references. 4 points
e) APA Style 6th ed. 4 points
f) Include aspects from a through e above in your paper to receive full credit. Total points possible 23 points due to Instructor May 23rd. Points will be deducted for late papers on a daily basis.

8. Online Discussions or Activities

Online classes provide an opportunity for open and insightful dialogue. As in any dialogue, these discussions demonstrate many facets of diversity, including diversity of values, opinions, and experiences. We view these differences as welcomed and needed attributes of a scholarly discussion. Acknowledgement of and respect for these differences is a sign of mature scholarly debate.

Following are guidelines governing online discussions:

8.1 Faculty members monitor discussions and intervene when requested or deemed necessary.

8.2 NEVER post to the courseroom content:
   o That is known to be illegal,
   o That is potentially harassing, threatening, or embarrassing,
   o That might be offensive and might be received as disrespectful in any way.
8.3 The tone of the exchange is one of respect for individual differences. If you disagree with an opinion expressed by a classmate or instructor, respond in a scholarly manner, arguing about the subject of discussion vs. the person who posted it.

8.4 Students are encouraged to not overuse exclamation marks!!!!!!, CAPITAL LETTERS, or other marks of emotional reaction that may be received as yelling, etc.

8.5 Online communication presents a significant level of ambiguity, as the verbal content of communication is not well supported by its non-verbal (including contextual) components. If a student feels threatened or offended by a statement made by another student during the online portion of a class, please address the issue immediately with the other student(s) to clarify their position and your reaction. If this does not work, contact your class instructor so action can be taken if necessary.

8.6 During an online discussion, follow the same rules concerning protection of confidential information as you would follow in face-to-face discussion. Confidential client information is not appropriate in forum postings. Further, mental health related issues pertaining to you or your family members must be used with caution, if at all.

8.7 Be aware that some agency-specific information, such as descriptions of programs that have been developed or specialized treatment approaches, may potentially be a subject of copyright law. Although it is not always possible to know whether information is protected, the minimum expectation is to always identify and credit the source of information.

8.8 If the expectations in professional communication or other expectations specific to the unique nature of online scholarly activities are not met, the concerning issue will be addressed with the involvement of the Program Director (PD) (or Academic VP, if needed or determined by the PD as requiring a higher level of intervention). A student or a faculty member may raise the issue.

8.9 Any off-list communication between student and faculty will be conducted through Moodle, or redirected to Moodle if a student starts it via conventional private e-mailing.

9. Special Project Time (SPT)

Special Project Time (SPT) allows students the opportunity to integrate course materials. SPT is meant to be a self-contained experience such as the Special Project, requiring 30 hours to complete.

SPT experiences may be constructed in such a way that they pertain to students’ unique degree plans. This is done in consultation with the course instructor.

SPT specifics for this course are posted on Moodle.

10. Writing Guidelines including APA Format
10.1 All written assignments in courses at the Adler Graduate School, including those submitted in online courses, must be in APA format unless specifically noted by the course instructor (Publication Manual of the American Psychological Association (6th edition), 2009, American Psychological Association. ISBN 1-4338-0561-8).

10.2 Strict APA publication rules in Online Peer Discussions might prove difficult, if not impossible, to maintain. Following the “letter” of the Manual (i.e., not using “I”, or passive voice, keeping proper margins, or complying with headings requirements) may be either difficult or counterproductive in forums such as peer discussions. However, it is still important to adhere to the “spirit” of the APA Manual (i.e., grammar, orderly presentation of ideas, reducing bias in language, and presenting scholarly statements and arguments).

10.3 Prior to submitting a response, please proofread carefully. Grammar and spelling errors may make your response difficult for other students to appreciate.

10.4 Please keep in mind that, while the internet offers a lot of exciting and up-to-date information, not all internet sources are considered scholarly. For example, Wikipedia is not an academically peer-reviewed source. Rather, it is an “anybody-reviewed” source and, therefore, can’t be used in presenting your argument in AGS classes-related tasks.

11. Attendance and Participation Policy

Since courses are structured according to an intensive five-week format, regular and punctual attendance is of prime importance. Students are expected to attend all class meetings. When a student is unable to attend class, it is a courtesy to notify the course instructor in advance using the e-mail or phone information provided at the end of this syllabus.

Most courses are divided into nine units. One unit is equal to one evening class session, ½ of a weekend day session, one unit/ posting in an online class or, roughly, 3 ¼ hours of class time. If a student misses more than 2 class units, the decision whether to allow a grade or issue a retake is left to the discretion of the instructor. Students who miss four class sessions will automatically receive a grade of NC (No credit) for the class and are expected to retake the class at full price.

In online classes, the student fulfills the class session or unit by complying with posting and other submission deadlines

It is the instructor’s prerogative to allow or not allow make up work or to deduct points or issue a lower grade based on missed class sessions.

Specific courses may have additional attendance requirements based on the structure of the course. Those specifics are listed here:

11.1 At the beginning of each course, please complete or update your student profile on Moodle and get familiar with your classmates and the instructor by visiting their profile information.
11.2 You are expected to attend all the course learning activities. In the AGS asynchronous online courses, you attend the class by complying with posting and other submission deadlines.

11.3 In most of the courses, you will have two deadlines per week during the five weeks of coursework. For each week, and in conjunction with online instruction and other learning activities, your course instructor will announce two discussion questions or topics corresponding with two of the units in the course outline. The questions will appear in Moodle each Monday morning for the five weeks of coursework. You will have until Tuesday night (11:59 PM CST) for the first question and Friday night (11:59 PM CST) for the second question to submit your original response.

11.4 Your original response will be at least 350 words, with at least one scholarly reference other than the text. Through discussions supported by in-text citations and other references, your response will reflect critical thought related to the topic and specific assignments for that unit.

11.5 You will then have until Wednesday night (11:59 PM CST) and Saturday night (11:59 PM CST) to respond to at least two of your classmates’ postings for each question (four responses per week). These peer responses have to be substantive. In these responses, you will bring another aspect to the discussion, find additional scholarly support for your classmate’s position, reply to a group of your classmates by comparing or contrasting their stated positions, integrate your classmates’ observations into your original position. In sum, an ideal peer response will bring the discussion to an advanced level and will parallel what you might observe in a live scholarly debate.

11.6 You can post your peer responses at any time between Monday and Wednesday (for discussion topic One) and between Thursday and Saturday night (for discussion topic Two), but not before you post your original response. Your course instructor will acknowledge your participation and will grade the quality of it by responding to your original pasting, whether individually or in a summary format.

11.7 It is the AGS attendance policy that student have to attend at least 80% of the class sessions in order to be eligible for a letter grade. Not complying with posting deadlines or not posting at all will be counted as a missed class.

12. Participation Disclaimer

Active participation in class discussions/exercises/demonstrations is encouraged.

As with other AGS courses, in this course, individual students must determine for themselves the level of disclosure/intimacy that is appropriate for them.

Faculty members and students do not disclose confidential, personally identifiable information concerning their clients, students, research participants, organizational clients, or other recipients of their services.
Whenever confidential information/material is used in any AGS course, students and faculty members are expected to observe AGS policy concerning the handling of confidential information/material. Full descriptions of these policies are readily available.

13. **Academic Integrity Policy**

Honesty and trust among students and between students and faculty are essential for a strong, functioning academic community. Consequently, students are expected to do their own work on all academic assignments, tests, projects, and research/term papers. Academic dishonesty, whether cheating, plagiarism, or some other form of dishonest conduct may result in failure for the work involved. Academic dishonesty could also result in failure for the course and, in the event of a second incident of academic dishonesty, suspension from the Adler Graduate School. Here are examples of academic dishonesty:

- **Cheating** - Intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise. The term academic exercise includes all forms of work submitted for credit.

- **Fabrication** - Intentional and unauthorized falsification or invention of any information or citation in an academic exercise.

- **Facilitating academic dishonesty** - Intentionally or knowingly helping or attempting to help another to violate a provision of academic integrity.

- **Plagiarism** - The deliberate adoption or reproduction of ideas or words or statements of another person as one's own without acknowledgment.

14. **Nondiscrimination Clause**

The Adler Graduate School is an equal opportunity educator and employer. The Adler Graduate School does not discriminate on the basis of race, creed, color, national origin, sex, age, sexual orientation, veteran status, or physical disability in the employment of faculty or staff, the admission or treatment of students, or in the operation of its educational programs and activities. The institution is committed to providing equal education and employment opportunities in accordance with all applicable State and federal laws.

15. **Learning Accommodations (including students with disabilities)**

If a student in this course has a documented learning disability, tell the instructor during the first week of class. The instructor needs to know on the front end so that he or she can work with you. The Adler Graduate School is committed to helping all students be successful, as best as can be reasonably accommodated. Documenting a learning disability occurs at the student’s expense. When documented appropriately, the Adler Graduate School makes all reasonable accommodations.

16. **Instructor Contact Information**

Debra Orbuch Grayson, M.S., LMFT  
dgrayson@comcast.net  
612-419-5638