



COAAA Professional Education

June 3, 2026

9:00 a.m. - 12:15 p.m.

FREE

Preventing Clinician Impairment and Supporting Clinician Impairment – Supervisor Tales from the Front Lines

This training will explore concepts relative to supporting front line staff wellbeing as they serve hurting and traumatized people. Training participants will be introduced/reintroduced to the concept of Healing Justice in the workplace and explore ways to center collective care and healing in their own settings. Training participants will explore Frederic Reamer's Model of addressing the impaired clinician, and through the use of case studies walk through the application of this model as part of a supervisory response. Lastly, training participants will spend time thinking through the impact of working with and supporting front line staff who serve hurting, and traumatized people, while identifying strategies to enhance their own mental and emotional wellbeing and resilience to engage in this work.

Presenter:

Assistant Clinical Faculty Lois Marie Clay Stepney, PhD, MSW, LISW-S has served in the Columbus Community since 1995 in the mental health and medical fields as a master's level social worker in both clinical and administrative roles. One of the accomplishments Dr. Stepney is most proud of involving clinical work includes starting a juvenile sex offender treatment program as the Director of Community Support Programs at the Ohio Youth Advocate Program which continues almost two decades later under the National Youth Advocate Program.

In academia, Dr. Stepney served in the College of Social Work at The Ohio State University as the MSW Program Director from Autumn 2016 – Spring of 2020, leading the charge in scaling the online program from 17 enrolled students to more than 400 during her tenure. Dr. Stepney also served as the Curriculum Director in the College of Social Work until Spring Semester of 2021, involved in the coordination of efforts launching the curriculum re-design for the MSW Program. Dr. Stepney is part of the first cohort of clinical faculty hired by the College in 2023. Dr. Stepney's scholarship interest is in the areas of healing justice, helping professionals' wellness, Powerful Groups Targeted for Oppression wellness, social work pedagogy, and transformative social work practices.

Objectives:

Upon the completion of this workshop participants will:

- Identify how a healing justice perspective translates to centering collective care and healing in their own work settings and why this matters to prevent and/or address clinician impairment when it shows up at work
- Describe in a behaviorally specific manner how an impaired clinician may present at work and ways to address the impaired clinician to support recovery and a return to prior levels of functioning in the workplace
- Create their own plan to prevent and address work related, traumatic stress reactions to support the provision of ethical supervision

Continuing Education Units Supervision

3.0 Social Work Clock Hours (#RSX059002) 3.0 Counselor Clock Hours(#RCX109207)

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Registration Form

Deadline: May 27

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please email registration form to training@coaaa.org

Name: _____

Agency: _____

Address: _____

Special accommodations needed due to disability:

Phone (_____) _____

Email: _____

COAAA is happy to offer workshops free of charge

Social Worker Nurse Other _____

(please email registration form to training@coaaa.org)

Questions? Call (614) 645-7250 or 1-800-589-7277. COAAA cannot accept registrations over the phone.

****If no confirmation received within 5 business days, please contact the office****



Central Ohio Area Agency on Aging

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Your Aging and Disability Resource Network