

**TRANSCRIPT OF  
FORMAL REVIEW HEARING  
MARCH 10, 2009**

1 IRENE AMETRANO: This is a formal review hearing of the counseling program March  
2 10, 2009. Um, I'm going to a ... we'll start with introductions. I'm Irene Ametrano, professor  
3 in the leadership and... professor in the counseling program and I'm serving as the Chair of the  
4 formal review committee.

5 GARY MARX: My name is Gary Marx. I'm, uh, with the Ed Leadership here,  
6 professor.

7 AMETRANO: OK.

8 YVONNE CALLOWAY: My name is Yvonne Calloway. I'm the faculty representing  
9 any concerns for today's hearing.

10 SUZANNE DUGGER: I'm Suzanne Dugger and I'm a witness.

11 Perry Francis: Perry Francis, Associate professor of counseling, coordinator of  
12 counseling in the clinic.

13 PAULA STANIFER: I'm Paula Stanifer, and I'm a student, and I'm in the student  
14 representative.

15 JULEA WARD: Julea Ward.

16 AMETRANO: OK. Let me... I will review the process that we are going to go through  
17 today. Uh, we will begin with a presentation of the faculty members' concerns. Dr. Callaway  
18 will present her concerns, um, and she has a witness, Dr. Dugger, who will also present. The  
19 review committee will then have an opportunity to ask questions. And then Ms. Ward will  
20 present her response to Dr. Callaway's concerns. And the committee will have an opportunity to  
21 ask Ms. Ward questions. We will adjourn the hearing and then the review committee will  
22 deliberate in closed session. So, I will begin by asking Dr. Callaway to present her concerns.

23 CALLAWAY: Uh, I requested the hearing because of Ms. Ward's, um, stated intention

1 to violate and to continue violating the American Counseling Association's code of ethics. Uh,  
2 these violations are based on her stated unwillingness to intentionally and competently provide  
3 counseling services concerning relationship issues to clients who identify as gay. Uh,  
4 specifically on January 26th of this year, Ms. Ward was assigned a client who identified as such,  
5 a gay client wanting, uh, to work in counseling on relationships. It was a returning client to the  
6 clinic. She called and asked that I reassign the client ,which I did. Um, I explained to her that  
7 this was a violation of the ethical codes. The specific violations are in section A of the  
8 counseling relationship, A.1., which speaks to the welfare of those served by counselors. Their  
9 primary responsibility being to respect the dignity and promote the welfare of clients, avoiding  
10 harm and imposing values, uh, also in section A, A.4.b., personal values. Counselors are aware  
11 of their own values, attitudes, beliefs and behaviors and avoid imposing values that are  
12 inconsistent with counseling those. Counselors respect the diversity of clients and Section C,  
13 professional responsibility, knowledge of standards. Counselors have a responsibility to read,  
14 understand and follow the ACA code of ethics and adhere to applicable laws and regulations.  
15 Section C.5., non-discriminations. Counselors will not condone or engage in discrimination  
16 based on age, culture, disability, ethnicity, race, spirituality of religion, gender, gender identity,  
17 sexual orientation, marital status, partnership and language preferences. And finally Section F,  
18 supervision and training and teaching. F.8, students responsibilities. Counselors in training have  
19 a responsibility to understand and follow the ACA code of ethics and adhere to the applicable  
20 laws, regulatory policies and rules and policies governing professional staff behavior. Students  
21 have the same obligation to clients as those required of professional counselors.

22 On, um... prior to the reassignment of the client I had spoken, uh, with Ms. Ward in  
23 individual supervision meetings on January 20th, where we had a discussion about...um... her

1 not putting this statement of her Christian beliefs in her informed consent statement. At that time  
2 we had a rather lengthy and serious discussion and she explained that, um... she questioned the  
3 ACA's authority, uh, to regulate her behavior in that way and as close as I can recall, the  
4 conversation was, "Well who's the ACA to tell me what to do. I answer to a higher power and  
5 I'm not selling out God." Um... and the "selling out God" is a... is a quote, specifically. Um...  
6 so again, after her refusal to see the client on the 26th, we met again on the 27th, and that's when  
7 I explained to her that I would be requesting an informal hearing at which, uh, Dr. Dugger and  
8 myself, uh, were present.

9 FRANCIS: I'm sorry, what was that date?

10 CALLAWAY: Uh, that was on the 27th of January.

11 FRANCIS: Thank you.

12 CALLAWAY: The informal hearing was in schedule, or the review meeting was  
13 scheduled for February 3rd and basically, uh, each conversation has been a reiteration of the  
14 conversation previous to that. In the initial supervision meeting on January 20th, I reminded Ms.  
15 Ward of dialogue that we had had on more than one occasion and counseling 571, which is of  
16 course where I bring up both the visible and invisible cultural differences that are unacceptable  
17 and non-negotiable in terms of professional counseling. And I stated very plainly, at that point,  
18 that it requires, um, a non-discrimination approach and that we service all clients competently  
19 and professionally based on those clients goals and outcomes without regard to sexual  
20 orientation and that was a position that I saw as untenable and non-negotiable and that  
21 professional counseling was not the place where such attitudes would be condoned. That's it.

22 AMETRANO: Questions? For Dr. Callaway?

23 Could you... actually, could you give us just a little bit of going over... just give us sort

1 of the context of... in which... um, Ms. Ward refused to see the client?

2 CALLAWAY: OK, um, well she called me. I give all my CIT's my cell phone number  
3 so particularly in the early parts of practicum, if they have questions or concerns they can reach  
4 me. So, she called me and said that she had reviewed the case notes for a returning client and he  
5 was gay. He was presenting relationship issues and she would not be able to counsel him  
6 accordingly. At that time, I spoke with Gail, um, I asked her to speak with Dr. Francis and to  
7 have the client reassigned and explained that I would be meeting with the student... the next day,  
8 because this was on a Monday. I'm not on campus, but on Tuesday, for our regular supervision  
9 meeting we talked again about the ethical codes and the requirements.

10 AMETRANO: OK, thank you. Other questions?

11 FRANCIS: I don't have any right off the bat - I'm pondering.

12 AMETRANO: OK.

13 Are you going... Dr. Dugger's going to present something also, so we could do that and  
14 then if you... if any of us has questions for Dr. Callaway or Dr. Dugger, we can come back.

15 CALLAWAY: I asked Dr. Dugger to be a witness today because of her presence at the  
16 informal hearing.

17 AMETRANO: OK.

18 DUGGER: And I prepared a statement that I will read to you. I've also provided a copy  
19 of that statement. So, uh, as Dr. Callaway said, um, on February 3, 2009, I facilitated a informal  
20 review meeting between Dr. Callaway and Ms. Ward. At that meeting, Dr. Callaway expressed  
21 concerns regarding Ms. Ward's performance and practicum. Specifically, she reported that Ms.  
22 Ward refused to accept a client of practicum on the basis that the client identified as gay and  
23 expressed interest in relationship counseling. Ms. Ward confirmed that this occurred and

1 explained that she did this on the basis of religious beliefs. During the same meeting, however,  
2 Ms. Ward denied that there were any other issues that a client could bring into counseling that  
3 would result in her being unable to set aside her religious beliefs and therefore refusing to see  
4 them. Additional details of the meeting are captured in the February 4th letter which is attached  
5 to the statement. That letter has also been placed in the student file in accordance with our  
6 policy. Um, my professional opinion – all students in EMU’s counseling program are informed  
7 via the counseling program’s student handbook and other sources that they are expected to  
8 adhere to the ACA code of ethics. Ms. Ward was... would also have been informed of this via  
9 the practicum manual. Both sources caution a student about disciplinary consequences of a  
10 failure to adhere to this code of ethics. Included in the code of ethics, is a counselor’s quote –  
11 “avoid imposing values that are inconsistent with counseling goals” and that is section A.4.b. and  
12 that they “do not condone or engage in discrimination based on, among other things, ... sexual  
13 orientation.” You’ll see that I used the ellipses, um, also included in that are age, sex, race, etc.  
14 It is my professional opinion that Ms. Ward has violated both of these ethical standards. With  
15 regard to Section A.4.b., her client expressed a goal of receiving assistance with a same sex  
16 relationship. And Ms. Ward imposed values inconsistent with this goal by refusing to see him  
17 due to her religious objections to the nature of the client’s relationship. With regard to C.5., Ms.  
18 Ward has demonstrated discriminatory behavior toward gay clients. Although Ms. Ward seems  
19 to have conceptualized this issue as being one only of religious values, I do not concur. Rather, I  
20 conceptualize this as discrimination. My reason, is that Ms. Ward specifically stated that there  
21 were no other issues that would prompt her to be unable to see a client due to religious reasons.  
22 In the informal review meeting, I offered examples, such as abortion, child abuse, murder. Ms.  
23 Ward identified herself as adhering to Christianity. Clearly, the Bible offers commandments

1 and/or prohibitions against killing, lying, stealing and many other behaviors the clients may talk  
2 about in counseling. The fact that Ms. Ward asserted that she could set aside her religious values  
3 in all of these instances but expressed a belief that she could not set aside her religious values in  
4 order to effectively counsel non-heterosexual clients constitutes discrimination. In other words,  
5 it is my professional opinion, that Ms. Ward is selectively using her religious beliefs in order to  
6 rationalize her discrimination against one group of people. You'll see in my recommendation  
7 that because Ms. Ward firmly indicated that she is unwillingly to reconsider her willingness to  
8 counsel gay clients about relationship issues and because such behavior violates ACA's code of  
9 ethics, it's my recommendation that Ms. Ward be dismissed from the counseling program.

10 [Coughing and discussion about water – not transcribed]

11 AMETRANO: We'll hold off until Dr. Callaway comes back.

12 [Discussion about health and water – not transcribed]

13 AMETRANO: Was there, um, any questions for Dr. Dugger?

14 FRANCIS: Let me ask a couple of questions just so that I can separate some things for  
15 me, for both of you. Is it appropriate in a setting where, uh, say a religious setting, that um might  
16 have a counseling center attached to it, that counselors who work in that setting put in their  
17 disclosure statement a statement about their religious beliefs and values?

18 CALLAWAY: No. I would hate to make a blanket statement but this did come up in our  
19 informal hearing. My notion is that my highest responsibility is to protect the emotional safety  
20 of a client.

21 FRANCIS: Uhum.

22 CALLAWAY: I think that that statement might be incendiary to some clients. Even  
23 clients that are Christian may in fact feel that they're going to be judged more with that title is

1 given. And so, I kind of have that dialogue, um... ah, my professional opinion is that if people  
2 seek pastoral counseling from a pastoral center that that would be the expectations set and that  
3 would be fine.

4 FRANCIS: Uhum.

5 CALLAWAY: Um, but when people are not seeking pastoral counseling, um, I think  
6 that that may in ways that we will not know ahead of time, jeopardize the client's sense of safety  
7 and comfort.

8 FRANCIS: So, you're making a distinction between professional counseling and pastoral  
9 counseling.

10 CALLAWAY: Yes, I am...um ...

11 FRANCIS: OK.

12 CALLAWAY: ... and I think our ethical codes, uh, do the same.

13 FRANCIS: Mmmm, OK.

14 MS. WARD: As far as questions are concerned, it is just...amongst...

15 AMETRANO: Just us...

16 MS. WARD: OK.

17 AMETRANO: And then you'll have an opportunity to respond... when we're done.

18 MS. WARD: OK.

19 AMETRANO: Other questions... from the committee to either Dr. Dugger or Dr.  
20 Callaway? I haven't had a chance... the... the letter that is attached is then a review of what  
21 happened in the informal review.

22 CALLAWAY: Mmm hmm.

23 AMETRANO: So, what I see, then, in the... in the kind of summary in the letter is that



1 in the informal review, basically, this... you kind of ag.... the three of you agreed that there was  
2 no remediation plan that was feasible.

3 CALLAWAY: Mmm hmm.

4 DUGGER: That's correct. The development of a remediation plan of course would, um,  
5 be contingent on Ms. Ward's recognition that she needed to make some changes. And, um, she  
6 did not, um, express that, in fact expressed just the opposite. And, um, communicated an attempt  
7 to maintain this belief system and those behaviors.

8 AMETRANO: OK.

9 Any other questions, for ... of the... that the committee has or anything that either Dr.  
10 Callaway or Dr. Dugger would like to add?

11 CALLAWAY: No.

12 [Coughing and discussion about it – not transcribed.]

13 AMETRANO: OK, are you okay if we move on then? Gary..... Dr. Marx?

14 Um, then I will ... turn it over to Ms. Ward and ... and I'll ask you to respond to the  
15 concerns that have been presented by Dr. Dall..., uh, Dr. Callaway and Dr. Dugger.

16 WARD: OK, and if I may, I have brought copies of the letter that I sent to Dr. Dugger in  
17 response to her notes, uh, about the informal hearing and if I can, I'd like this ...

18 DUGGER: I did not receive a letter from you.

19 WARD: No, well, this is the same letter that I did receive. It's dated for February 10th  
20 and so I just made copies. It's explaining my position and if I could I'd like to simply pass it out  
21 so everybody can have a copy...

22 FRANCIS: Yeah, but before you do that, I'm trying to understand. This is a letter that  
23 you sent to Dr. Dugger in response to her letter to you?

1 WARD: No, after the informal hearing ...

2 FRANCIS: Ah, OK.

3 WARD: ... I put together a letter that basically addressed my position ...

4 FRANCIS: OK.

5 WARD: and so what I'm asking is ...

6 AMETRANO: OK.

7 WARD: ... if I could distribute to all of you so that we're looking at the same thing.

8 AMETRANO: Yep.

9 FRANCIS: OK.

10 WARD: And then before I address some of the questions from the committee, if you  
11 don't mind, I'd like to read the letter.

12 FRANCIS: OK.

13 AMETRANO: Yes, OK.

14 [Copies of the letter are distributed]

15 MALE: We're short.

16 WARD: We're short?

17 FRANCIS: We're fine.

18 AMETRANO: Let me see, one, two, three, four, okay, alright, great, thank you.

19 FRANCIS: We're fine.

20 WARD: Alright, the letter is dated for February 10, 2009, and it states:

21 Dear Dr. Dugger,

22 I am writing this letter for several reasons. The first reason is to request that a formal  
23 review hearing be convened to address the allegations made against me by Dr. Callaway at the

1 informal review meeting that occurred on February 3, 2009 and to determine my status within  
2 the counseling program. As of right now, I have been suspended from practicum and will not be  
3 able to complete my Master of Counseling Degree since practicum is a prerequisite for the  
4 counseling internship and graduation. The outcome I desire from the formal review hearing is  
5 full reinstatement into practicum without any further cost if additional hours must be accrued  
6 during the spring/summer semester.

7 The second reason I am writing is to clarify my position on the allegations discussed at  
8 the informal review and to provide my perspective on the facts of this situation. Dr. Callaway  
9 alleges that in refusing to counsel individuals regarding their homosexual behavior as part of  
10 practicum, I am discriminating against persons based on their sexual orientation. This is not true.  
11 I told Dr. Callaway and restated in the informal hearing, that I would counsel individuals  
12 engaged in homosexual behavior regarding any issue unrelated to that behavior. The only thing I  
13 am unwilling to do is validate or affirm homosexual behavior, due to my religious beliefs.

14 As to my religious ideologies, I am a Christian and rely on the Bible as the source of my  
15 beliefs. The Bible teaches that God ordained sexual relationships between men and women and  
16 not between persons of the same sex. On several occasions, uh, in the Bible, homosexual  
17 conduct is described as immoral sexual behavior. The Bible also teaches that God created  
18 humans male and female, with a natural sexual desire for persons of the opposite sex. While  
19 people may struggle with homosexual inclinations and behavior, I believe (and the Bible teaches)  
20 that people should strive to cultivate sexual desires for persons of the opposite sex. I am morally  
21 obligated to adhere to these fundamental teachings of the Christian faith and to express the  
22 biblical viewpoint regarding proper sexual relationships. It would be a violation of my religious  
23 beliefs to be required to affirm or validate homosexual conduct.

1 As you are no doubt aware, I have respectfully and appropriately expressed my religious  
2 beliefs regarding this issue during several of my counseling classes. Sometimes when I did so, I  
3 was told that I had to conform to the counseling department and profession's affirming point of  
4 view regarding homosexual behavior and/or told that my religious beliefs were incompatible  
5 with the counseling department and profession. On one occasion, during my Counseling 571  
6 Cross Cultural Counseling class, taught by Dr. Callaway, she declared that they (Eastern  
7 Michigan's counseling department) advocated for everyone (including homosexuals) and that  
8 they would try to weed out those not on the same page.

9 Both in class and in personal conversations I have had with some professors, the  
10 counseling department has made it clear that if we are counseling a person regarding their  
11 homosexual behavior, we must affirm and validate that behavior. It has also been made clear  
12 that we cannot advise such a person that he or she should try to change their behavior. Requiring  
13 me to affirm and validate homosexual behavior forces me to violate my religious beliefs and  
14 conscience. It also requires me to express a point of view regarding homosexual behavior that I  
15 disagree with based on my convictions.

16 In light of the above concerns, I decided that during practicum, the best way to handle the  
17 remote possibility of getting assigned a person that wanted counsel regarding their homosexual,  
18 um, regarding their homosexual behavior, was to ask that such persons be referred to a different  
19 counselor. In doing so, I would avoid violating my religious beliefs by being forced to advocate  
20 a point of view about homosexual behavior I disagreed with. Also, I would not be discriminating  
21 against a person based on their sexual orientation because I would be willing to counsel that  
22 same person on any other matter unrelated to his or her homosexual conduct.

23 Now that I have given a broad overview of my religious beliefs and views, I will address

1 the specifics of this situation. Your letter regarding the informal review says that I stated in my  
2 professional disclosure statement for practicum clients that I was a Christian and that Dr.  
3 Callaway required me to remove that description from the statement. This is not true. I never  
4 included my Christian beliefs in my disclosure statement but merely asked Dr. Callaway if she  
5 thought I should. She said that I should not do so.

6 The previous week, during my individual supervisory meeting with Dr. Callaway, I told  
7 her that affirming or validating homosexual behavior violated my religious beliefs and that I,  
8 therefore, would not be able to counsel any clients seeking counseling regarding their  
9 homosexual behavior. Dr. Callaway told me that not all Christians believed as I did and laughed  
10 when I told her I would not sell-out God.

11 Dr. Callaway knew about my beliefs regarding this issue prior to our conversation in  
12 practicum, because I had expressed my religious views regarding homosexual behavior in her  
13 multicultural class. Nonetheless, the third client assigned to me in practicum was seeking  
14 counseling regarding homosexual behavior. In reading this person's file prior to my first  
15 appointment, I also noticed that the individual was a returning client and that the past counselor  
16 had affirmed this person's homosexual behavior, as the counseling department mandates  
17 counseling students to do. Because I knew I could not provide the same counsel without re...  
18 violating my religious beliefs, I called Dr. Callaway prior to my first appointment to ask if I  
19 should keep the initial appointment with the client and refer him or her if it became necessary or  
20 simply cancel the appointment. Dr. Callaway told me to have Gail, one of the schedulers, assign  
21 the client to a different practicum student. The client was reassigned.

22 The next day, as soon as I sat down for my individual supervision with Dr. Callaway, she  
23 exclaimed, "This is not going to work!" and informed me that an informal review meeting would

1 be scheduled to discuss the situation. She then asked me what date next week would work best  
2 for me. I told her Wednesday, February the 4th. Rather than scheduling the informal review for  
3 that date, it was scheduled for February 3rd at 4 P.M., the time I met with Dr. Callaway for  
4 individual supervision. As you know, it was at this meeting that I was suspended from all  
5 practicum duties.

6 I would like to address another aspect of the informal review. I was questioned at that  
7 meeting about whether I could counsel someone who was thinking about seeking an abortion. I  
8 said I could because if the person decided to have an abortion, that person was making the  
9 choice, not me. Also, with such a person, I am allowed to discuss many options other than  
10 abortion, like having the baby and raising it, having the baby and giving it up for adoption, and  
11 other options that are consistent with my religious beliefs regarding the sanctity of human life.

12 Counseling a person seeking advice about homosexual behavior is a very different  
13 situation because I am only allowed to affirm and validate homosexual behavior. As I said  
14 previously, the counseling department has made it clear that I am prohibited from providing  
15 counsel that is consistent with my religious beliefs. The department, through various professors,  
16 has denigrated my beliefs and told me I must compartmentalize my values and adopt the  
17 department and the counseling profession's views on homosexual conduct. Essentially, the  
18 choice I have in counseling someone about abortion is not available when counseling someone  
19 about homosexual behavior. The choice has already been made for me; I can only affirm the  
20 person's homosexual behavior.

21 In closing, I would like to note that it would be very easy for the department to  
22 accommodate my religious beliefs on this issue. Hundreds of clients come to the counseling  
23 clinic during a semester and a very slim percentage of these persons are seeking advice regarding

1 homosexual behavior. There are about 15 students participating in practicum, each of whom  
2 handles 5 to 8 clients at a time. The small percentage of persons seeking counseling regarding  
3 homosexual behavior could easily be assigned to another practicum student who is not prohibited  
4 by his or her religious beliefs from affirming homosexual behavior. Assigning this small  
5 percentage of clients to these other 14 students would respect my religious beliefs and would not  
6 pose any burden on any of the other students because I would still take on my full share of the  
7 workload. Also, clients are in no way prejudiced by being assigned to a different counselor,  
8 especially when that assignment is made before any meeting with the client.

9         Instead of taking this reasonable action, the department has suspended me from  
10 practicum because of my religious beliefs and has threatened to prohibit me from graduating  
11 with a Master's degree in Counseling. By this letter, I am requesting that the outcome of the  
12 formal review hearing be my reinstatement into practicum, that I not be required to pay for  
13 additional credit hours if I have to make-up hours during the spring/summer semester, and that I  
14 not be required to counsel any clients who are seeking advice regarding their homosexual  
15 behavior.

16         Lastly, I also request that this letter be treated as evidence in the formal review hearing,  
17 as it contains my statement regarding the allegations against me and an explanation of my  
18 religious beliefs. I look forward to receiving your letter giving me notice of the date of the  
19 formal review hearing at least two weeks prior to that date, as required by the student handbook.

20         AMETRANO: For the record, I would just like to note that this letter was not actually  
21 sent to Dr. Dugger. So, that this is the first time that Dr. Dugger or any of us is seeing this letter.

22         WARD: I would also like to note that I have record of the email that I sent that had this  
23 letter attached and I do have the record, a copy of that.

1 FRANCIS: Oh, so...

2 AMETRANO: So, you're saying that you did send this letter...

3 WARD: Yes.

4 AMETRANO: ... to Dr. Dugger?

5 WARD: Yes, yes I did.

6 FRANCIS: Oh, OK.

7 AMETRANO: And you're saying that you never received...

8 FRANCIS: And you sent it via email?

9 WARD: Yes.

10 FRANCIS: Ah... As an attachment.

11 WARD: Yes.

12 FRANCIS: Thank you.

13 DUGGER: I certainly received an email.

14 AMETRANO: OK.

15 DUGGER: Um, this is the first time I've seen that letter. It is possible, and I'll need to  
16 go back...

17 AMETRANO: OK.

18 DUGGER: ... but I certainly don't recall, um, an attachment being present, I'm  
19 generally pretty good about that.

20 FRANCIS: OK.

21 AMETRANO: OK

22 FRANCIS: Fine.

23 OK, that clears that. Now I have a clear understanding of that because I... I didn't know



1 that.

2 AMETRANO: Me too. I didn't understand.

3 FRANCIS: Yeah, I didn't understand. That's good.

4 WARD: OK.

5 AMETRANO: OK.

6 OK, um, is there anything you'd like to add before we ask questions?

7 WARD: Uh, well, I guess just a ... a ... couple of things, um, Dr. Callaway, uh,  
8 mentioned again today that, uh, when I came into her office, uh, she told me that I needed to take  
9 out the fact that I was a Christian counselor, um, I needed to remove that from my informed  
10 consent. And how this whole thing came up was I came in to see Dr. Callaway and was seeking  
11 advice from her as my advisor for practicum as to whether or not I should include the fact that I  
12 was a Christian since this was an informed consent. And so, she advised against that. There was  
13 nothing to take out because I never put it in there. Uh, the other thing is, uh, when I had the  
14 conversation with Dr. Callaway about the client that I found out I was given, um, the initial call  
15 was not to say Dr. Callaway, I am not going to see this client. The initial call was, I was calling  
16 her for advice. I wanted to know what Dr. Callaway, what should I do? Should I see the client  
17 or should the client before I even see him be given to somebody else? Because I knew that after  
18 reading his history, uh, because he was struggling with his homosexuality, I would not be able to  
19 affirm that. I had no problems seeing the client but it became a matter of alright do I see the  
20 client, establish repor, get to know him, and then end up feeling like I have to refer him because I  
21 can't help him, or do we as the code of ethics does state, uh, try to be careful not to do harm to  
22 the client and simply refer the client before any type of relationship is established. So, I wanted  
23 to reiterate again when I spoke to Dr. Callaway, it was not – oh, I refuse to see this client, I was

1 asking her, should I do this or should I do that? And she stated to me that as ... as ... as was  
2 mentioned, the first concern is for the client and so since the first concern of the first priority is  
3 for the welfare of the client, that he needs to be reassigned before he even meets with you. And  
4 so I said, OK. Not a problem. Uh, also, Dr. Dugger had mentioned that if there were any other  
5 issues that might come up that would stand in the way of me being able to counsel somebody and  
6 I recall us speaking about abortion and I do not recall any comments about murder, um, you  
7 know, whether or not I could counsel somebody that had murdered someone. And, uh, in the  
8 letter that I sent to Dr. Dugger, I tried to explain why that would not be an issue. If somebody  
9 were to, um, come to me and they were seeking me ... seeking advice from me or wanting me to  
10 affirm their decision to have an abortion, no I would not do that because that does go against my  
11 Christian values. But, in terms of being able to sit, listen, um, offer alternatives, I am capable of  
12 doing that.

13 AMETRANO: Would you be able to help them fully explore the abortion option?

14 WARD: Would I be able to help them fully explore the abortion option – if they were  
15 interested in getting an abortion, no, because that goes against my religious beliefs. I would be  
16 able to sit and listen and offer, um, other suggestions, abortion is just one of them. Um, so, no, I  
17 ... you know I would ... I would not be saying yes an abortion is the best thing that you should  
18 do and it's my understanding that counselors are not supposed to do that anyway. We're ...  
19 we're not deciding for the client, we are presenting information to the client and then allowing  
20 them to make their own decision.

21 AMETRANO: But you just said that as one of the alternatives, in an abortion decision,  
22 the abortion option is not one that you would be able to fully explore with them.

23 WARD: I would not promote that Dr. Ametrano.

1 AMETRANO: I didn't say promote it, I said fully explore it.

2 WARD: OK, and so fully explore means ...

3 AMETRANO: Talk at length with them about having an abortion and about their  
4 feelings, and about the ramifications of it, and the pros and cons, and ...

5 WARD: I could talk to them. Yeah, I could do that. I could talk about their feelings  
6 about having an abortion. What I could not do is affirm, if ... you know... sit and say, well, you  
7 know, um, you mentioned that you want to have an abortion and that's the right thing to do. You  
8 should do that ...

9 AMETRANO: Do counselors do that?

10 WARD: They're not supposed to, no.

11 AMETRANO: Well yeah.

12 WARD: So that's, you know, again that's what I ... I establ..., that's the difference  
13 between counseling somebody that is seeking an abortion and counseling somebody that, um, is  
14 having trouble within a homosexual relationship. I've been basically told that this is what you  
15 have to do when you're dealing with a homosexual client and you cannot deviate from that. You  
16 cannot talk about anything other than affirming this relationship. With abortion, there are other  
17 options that are available and so that's, you know again, I think that's a major difference.

18 AMETRANO: Hmm.

19 FRANCIS: Uh, uh, I've got a couple of questions.

20 WARD: OK.

21 FRANCIS: If you just ... hopefully you can entertain them.

22 WARD: OK.

23 FRANCIS: First, do you think that homosexuality is a choice?

1 WARD: Do I think that homosexuality is a choice? Yes.

2 FRANCIS: OK. Um, and ... and from listening to you, I'm... I ... I think I'm gathering  
3 from you that you really believe that, uh, one of the function of counselors is to promote human  
4 dignity.

5 WARD: Ahum.

6 FRANCIS: Would that be a fair statement?

7 WARD: Ahum.

8 FRANCIS: Good. Good. Um, how would you promote the welfare and advocate for a  
9 student who is ... and school counseling is your specialization, is that right?

10 WARD: That's my tract. That's correct.

11 FRANCIS: Yeah, your tract. OK. So, how would you promote the dignity and advocate  
12 for the rights of a student on campus in high school?

13 WARD: Ahum.

14 FRANCIS: ...at a high school, who's homosexual, who say is trying to start a ... a ... a  
15 ... a club, that doesn't promote or deny homosexuality but just seeks to gather people together  
16 who need support because they're homosexual.

17 WARD: Well, in that situation – and I do have students that are homosexual –

18 FRANCIS: Ahum.

19 WARD: OK. If I were a counselor and they were seeking to start a gay club, uh, because  
20 my religious beliefs don't affirm that type of relationship, that I would not be the counselor to  
21 help them do that. There are other counselors in the building, um, that could certainly support  
22 their efforts, but I'm not going to, um, be deceptive with a student if they come to me and they're  
23 wanting me to help them start, um, a gay club, knowing that that conflicts with my religious

1 beliefs.

2 FRANCIS: Let... let me take it down another path real quick – I'm just...

3 WARD: OK.

4 FRANCIS: I'm really just trying to get my mind a couple of different things that you've  
5 said.

6 WARD: OK.

7 FRANCIS: And I really want to hear, you know, hear it all.

8 WARD: OK.

9 FRANCIS: Um, one the things you said that causes me some consternation is that the  
10 department through various professors has denigrated my beliefs and told me I must  
11 compartmentalize my values.

12 WARD: Ahum.

13 FRANCIS: So, you in essence are telling us that you've been discriminated against in  
14 this department.

15 WARD: I believe so.

16 FRANCIS: OK. For your religious beliefs?

17 WARD: Yes.

18 FRANCIS: OK. Alright.

19 Um, and I really... and I get that you have strong values and some real strong beliefs.

20 How would you work with someone who said, um, well, I'll start with the general and move to  
21 the specific. How about that?

22 WARD: OK.

23 FRANCIS: OK.

1 How would you work with somebody who had totally opposite views from you in the  
2 sense there either were an atheist or something to that nature that whose views are just totally the  
3 opposite of yours ...

4 WARD: Ahum.

5 FRANCIS: ...and whose struggle had to do with religious values.

6 WARD: Ahum.

7 FRANCIS: Could you work with that person?

8 WARD: Yes, Dr. Francis, I could work with that ... a... an individual that was an atheist  
9 or a Buddhist or, um, Jewish – that would not be a problem.

10 FRANCIS: OK.

11 Even if their issue had to do with their coming to terms with their religion?

12 WARD: Yes.

13 FRANCIS: OK. Now, let's say that somebody comes in to, um, work with you a high  
14 school student and they're in a sexual relationship with another high school student ...

15 WARD: Ahum.

16 FRANCIS: ... which I understand happens on a high school campus now and again.

17 Um, and they don't want to give that up. You know that ... and in fact, that's one of the things I  
18 want to talk to you about is trying to comes to term with that.

19 AMETRANO: Same sex?

20 FRANCIS: No, opposite sex.

21 WARD: OK.

22 FRANCIS: So, it's a ... it's a non-marital sexual relationship.

23 WARD: Ahum.

1 FRANCIS: Help me understand how you could work with that person who's unwilling  
2 to change that behavior, versus someone who is coming to you to discuss, uh, homosexuality.

3 WARD: So, what are they looking to get from me as their counselor? If they're just  
4 coming to talk with me and share their concerns, then I'm there to listen to them.

5 FRANCIS: OK.

6 WARD: I have students that talk with me...

7 FRANCIS: Uh huh.

8 WARD: ...and I listen.

9 FRANCIS: Uh huh.

10 WARD: That's how I would handle that.

11 FRANCIS: So you would just listen. So...

12 AMETRANO: Can I go off on that...

13 FRANCIS: Sure...

14 AMETRANO: ... question?

15 FRANCIS: ... yeah, go ahead, please.

16 AMETRANO: Because it's something I've wanted to ask is about same sex, about high  
17 school students, many of whom are struggling with their sexual orientation.

18 WARD: Ahum.

19 AMETRANO: Struggling with it – I mean it's a really critical time in their lives and that  
20 student comes to you – you're that student's counselor. What do you do?

21 WARD: Well, see, and I guess this is my point. Um, the counseling department does not  
22 offer any other alternatives but you are gay and so deal with it. They don't offer... you may  
23 have a student that doesn't want to be homosexual and any of the, um ... any of the theories or

1 any of the counseling that would be offered that would be leaning towards them not being  
2 homosexual are considered invalid. Um, they are not considered invalid, it's considered  
3 unmerited, it hasn't been, you know, studied, it's unreliable. So, I guess in answer to your  
4 question, if somebody is struggling with homosexuality, uh, I feel like the counseling department  
5 has limited choices for students because they say that you can only be this one way. So, if I have  
6 a student that's coming in, um, then I guess I'm going to want them to explore all options, if  
7 their... if their... if this is a struggle that they're having.

8 AMETRANO: Can you help them explore the option? I mean, again, I don't ...  
9 homosexuality, I think it's pretty well established is not a choice, but you see it as a choice.

10 WARD: Ahum.

11 AMETRANO: So, would you be able to help them explore the option of going with their  
12 sexual orientation and being gay? Would you be able to help them with that side of it?

13 WARD: Because of my religious beliefs, I would not be able to affirm...

14 AMETRANO: So...

15 WARD: ... with them homosexuality, no.

16 FRANCIS: So, I ... I ... I need to make sure about something here. So, you're unwilling  
17 to do that?

18 WARD: I am unable to do that because of my religious beliefs and my convictions, I  
19 cannot affirm homosexual behavior. It has nothing to do with whether or not I am able to  
20 counsel somebody that happens to be homosexual.

21 AMETRANO: But this student's struggling with it ...

22 WARD: OK.

23 AMETRANO: ... and so, you're saying you can't help them explore that ... their



1 orientation.

2 WARD: Now, when you say explore...

3 AMETRANO: Well, I say explore and you say affirm...

4 WARD: OK, would you...let me... OK, so would you mean when you say affirm...

5 AMETRANO: ... and I ... I don't see them as the same.

6 WARD: OK.

7 DUGGER: Explore would be with a client who is questioning, saying, whatever you are  
8 is OK. You may identify as gay, you may identify as lesbian, you may identify as bi, you may  
9 identify as heterosexual by the end of this questioning and exploration process. Whatever you  
10 are, I will affirm.

11 AMETRANO: Whatever you are is...

12 DUGGER: ...is OK.

13 AMETRANO: ...is what you decide you are. And I will help you to explore all of those.  
14 But, but I guess my question to you then is so what do you do with that student because you're in  
15 high school counsel ... you'd be in high school counseling, the student is there to talk to you,  
16 you can't, you're saying I can't fully ...

17 WARD: What I would tell that student...

18 AMETRANO: ... work with this person, so what would you do?

19 WARD: What I would tell that student, was I would need to, um, first of all, I would not  
20 say anything to the student that seems like I am rejecting the student, OK. I know, based on my  
21 religious beliefs, I would not be able to, um, affirm, support, um, homosexual behavior. But,  
22 what I would do is after I had concluded the discussion with the student, is I would find a  
23 counselor who would be able to offer support, and I would simply tell that student that I want

1 you to make... I want to make sure that you have the support that's needed, so I'm going to have  
2 so and so speak with you because they are in a better position to do that.

3 AMETRANO: How do you think that will feel for that student?

4 WARD: I think it's... it's all in how you do it. And all in how you say it. And not only  
5 that, um, in high school you have relationships with students, not just as counselors but as  
6 teachers and if a student knows that you care about them, that you've taken, um, a sincere  
7 interest in them in other situations, I think that the student will respect that. And I don't think ...  
8 knowing that you've maybe even gone out of you way to help them, I don't see it as being  
9 something detrimental. Again, it's all in how you do it. Now, OK.

10 AMETRANO: I guess my concern is that you seem to think that this doesn't come up a  
11 lot.

12 WARD: Ahum.

13 AMETRANO: And I think that that... I mean, I think that as a high school counselor it  
14 would come up a lot.

15 WARD: Ahum.

16 FRANCIS: Help me understand the difference between providing services to a student or  
17 client who's engaged in pre-marital or extra-marital affairs and someone who is homosexual.

18 WARD: Well, are you asking...if I have someone

19 FRANCIS: I'm asking, tell me the difference between providing services to a client  
20 who's engaged in behavior that is clearly talked about as wrong in a biblical context, according  
21 to you.

22 WARD: Ahum. Ahum. Dr. Francis, are you asking me would I be able to affirm a  
23 client that comes in that wants help with, uh, a relat... their married and they want help with a

1 relationship that's outside of their marriage – is that what you're asking?

2 FRANCIS: No, I'm asking for you to tell me the difference in providing services to  
3 someone who is engaged in either an extra-marital affair or a pre-marital affair...

4 WARD: Well, I think... OK.

5 FRANCIS: ... versus someone who's having a homosexual relationship.

6 WARD: I think the difference is what they're coming in for help. With the client that I  
7 was assigned, they were specifically concerned about their relationship. I could not help them.  
8 If it was for something else, I would have no problem with that. The same thing you...

9 FRANCIS: So, if they came in to talk to you about, um, ... the same client came in to  
10 talk to you about how to go along better with their live in lover who happened to be of the  
11 opposite gender, you'd be able to do that.

12 WARD: No, I didn't say that.

13 FRANCIS: Well, that's what I'm hearing.

14 WARD: Yeah. No, I didn't... no I didn't say that...

15 FRANCIS: I just wanted to make sure, that's why I'm trying make sure it's clear. Let's  
16 say you have a client who's coming in, who's there to talk about their relationship with their  
17 significant other...

18 WARD: Ahum.

19 FRANCIS: ... and that significant other ... their a male and their significant other is a  
20 female...

21 WARD: Ahum.

22 FRANCIS: ... and they're involved in a pre-marital sexual relationship and they have no  
23 intent on getting married.

1 WARD: Ahum.

2 FRANCIS: OK. And they're there to talk about their relationship and it may get into  
3 sexuality.

4 WARD: Ahum.

5 FRANCIS: That's another coin. Same issues, but they're same sex. Would you be able  
6 to help one and not the other? Both or neither?

7 WARD: Neither.

8 FRANCIS: Neither. OK.

9 WARD: Neither. Because of my religious beliefs.

10 FRANCIS: OK.

11 AMETRANO: So, that's another situation. I mean, you know, it sounds like in the  
12 informal review hearing you were pretty clear that the only thing you couldn't deal with was  
13 homosexual relationship issues, homosexual behavior, but now it sounds like we've covered  
14 difficulties around abortion and difficulties around...

15 FRANCIS: Extra-marital or pre-marital...

16 AMETRANO: ...extra-marital

17 WARD: I'm not describing them as difficulties. I addressed the items that Dr. Dugger  
18 brought up. She brought up abortion, so I addressed abortion. You brought up it sounds like  
19 fornication ...

20 FRANCIS: Ahum.

21 WARD: ... so I'm addressing fornication. And, uh, I will just again say this. I will not  
22 and cannot affirm any behavior that goes against what the Bible says as a Christian and so as a  
23 Christian, I'm not a Christian in name only. A Christian means that you live your life according

1 to the word of God, which is the Bible, so, um, in answer to your question that were, uh, an  
2 issue, Dr. Francis, no, I cannot affirm somebody's behavior if it is, uh, going against my  
3 religious beliefs.

4 FRANCIS: OK, good, I... I wanted to make sure I understood that and that was clear for  
5 me.

6 DUGGER: And is it my understanding, then, that if another person, another client who  
7 came in, who identified as Christian, didn't observe Christianity in the same manner you do...

8 WARD: Ahum.

9 DUGGER: ... for instance, Dr. Francis came to talk with you...

10 WARD: OK.

11 DUGGER: ... and he identifies as Christian and you identify as Christian...

12 WARD: OK.

13 DUGGER: ... that you would see your brand of Christianity as superior to his because  
14 you are not just a Christian in name only.

15 AMETRANO: Wait a minute, I don't... I don't think that you're allowed...to ask  
16 questions.

17 DUGGER: Oh, sorry. I with... I, um, ... I withdraw my question.

18 AMETRANO: OK, yeah.

19 FRANCIS: OK, and let me... let me take it another direction,

20 DUGGER: ... my apologies...

21 FRANCIS: Let me take it another direction here because I ... I'm going to get some  
22 other things and I'm gonna take it on a little bit of a theological bout.

23 WARD: OK.

1 FRANCIS: OK. Um, is anyone more righteous than another before God?

2 WARD: Is anyone more righteous than another before God?

3 FRANCIS: Yeah.

4 WARD: God says that we're all the same.

5 FRANCIS: Yeah.

6 WARD: That's what God says.

7 FRANCIS: OK, so, if that's your direction...

8 WARD: Ahum.

9 FRANCIS: ... how does that then fit with your belief that ... and I understand that  
10 you're not, because the word you keep using is affirming, you're not, which comes across as I'm  
11 not going to condone that behavior, I'm not going to affirm it, so I'm not going to go that way.

12 WARD: OK.

13 FRANCIS: If that's true, then aren't you on equal footing with these people? With, with  
14 everyone?

15 WARD: Absolutely, Dr. Francis.

16 FRANCIS: OK.

17 Then doesn't that mean that you're all on the same boat and shouldn't they be accorded  
18 the same respect and honor that God would give them?

19 WARD: Well, what I want to say is, again, I'm not making a distinguishable difference  
20 with the person.

21 FRANCIS: OK.

22 WARD: I'm addressing the behavior.

23 FRANCIS: OK, so it's love the saint condemn the sinner, or condemn the sin - I'm sorry.

1 WARD: If that's the wording you want to use.

2 FRANCIS: What wording would you use?

3 WARD: What I've just said. I'm not opposed to any person.

4 FRANCIS: Uh huh.

5 WARD: OK? I believe that we all are, um, God loves us all, is what I believe.

6 FRANCIS: OK. Good. I ... I just want to make sure I understand where you're coming  
7 from.

8 WARD: OK.

9 AMETRANO: I'm conscious of the time and I just, um, I think some people, there are  
10 some classes that are going to be starting, but I just want to make sure we have covered  
11 everything. So...

12 MARX: I want to ask a question.

13 AMETRANO: Yes, OK, Dr. Marx.

14 MARX: Um, talk to be about your awareness of the code of ethics from the American  
15 Counseling Association.

16 WARD: Ahum.

17 Dr. Marx, um, there are several statements that are made in the code of ethics in terms of  
18 respecting the dignity and promoting the welfare of clients, avoiding harm, uh, it also mentions,  
19 uh, referrals. Uh, if anything, I think that I've done nothing but respect the code of ethics. And I  
20 say that because I have not done any harm. As a matter of fact, I try to take great measure to  
21 make sure something like that did not happen by, um, asking if I should include that I was a  
22 Christian in my informed consent, by asking if the client should be referred before I enter into a  
23 counseling relationship. So, when I say that I'm... I feel like I have, um, not done anything in

1 violation of the code of ethics. I stand ... I stand to that.

2 MARX: But you also state in the ... in the letter, in the statement that you wrote...

3 WARD: Ahum.

4 MARX: ... you indicated that a number of different times that people have told you that  
5 your position that you were taking was inconsistent with the profession with reference to the  
6 specific areas of the code. Like the ... the ... the code talks about clients, I'm sure, but ...

7 WARD: Ahum.

8 MARX: ... it, it specifically addresses issues of sexual orientation and it's a professional  
9 code.

10 WARD: Ahum.

11 MARX: So I guess what I am trying to figure is how someone with such strong religious  
12 beliefs would enter a profession that would cause you to go against those beliefs ...

13 WARD: Well...

14 MARX: By ... by its stated code of ethics.

15 WARD: I...

16 MARX: That's what I don't understand...

17 WARD: I think...

18 MARX: Why would you put yourself in that position?

19 WARD: I think that this is based on interpretation. For example, when I look at the  
20 provision that talks about, uh, reasons that you can give a referral, and it says, recognizing the  
21 personal, moral and competence issues related to end of life decisions.

22 MARX: Ahum.

23 WARD: Again a counselor is allowed, I guess, um, they're allowed this provision if it's



1 an end of life issue. The end of life issue that the counselor is struggling with is still a moral  
2 issue.

3 MARX: Ahum.

4 WARD: So, in going through the program, you know, nobody said if you're a Christian,  
5 you cannot get a degree from Eastern Michigan University. And whenever I read the code of  
6 ethics, I did not see that communicated.

7 MARX: But did you see the code where it says that you shall not discriminate against  
8 people based on sexual orientation?

9 WARD: I'm not... I'm not discriminating. I'm not discriminating against people based  
10 on their sexual orientation.

11 MARX: But, you are aware of that section.

12 WARD: Yes, I have read it.

13 MARX: And you were aware based on your own statement – is what ... this is what  
14 I'm... I'm seeing – is that there were...

15 WARD: OK.

16 MARX: ... a number of times as you were in the program that people said that your  
17 position is in conflict with the code of ethics for the profession that you're trying to enter.

18 WARD: Ahum.

19 I looked at that as being their opinion – you know when you go to a university there  
20 someth... you're supposed to be able to share ideas. You're supposed to be able to have a  
21 opposing views. That's one of the nice things about going to a university. I've been to many  
22 universities. Eastern is not the first. So, this... you know... just because people don't agree  
23 doesn't mean that they should be put out of a program.

1           MARX: But it's also... it's also, to me, though, it's not just the disagreement because I  
2 agree that ... you know, a situation where what you have is an exchange of ideas and so on is  
3 part of what makes university what university is.

4           WARD: Ahum.

5           MARX: But there is also the relationship between professor and student and the  
6 situations and when someone who represents the profession, preparing others to enter into the  
7 profession, raises an issue of what a violation of a code of ethics that is in conflict with religious  
8 beliefs that's stated a number of different times, it just... you know, that what just doesn't make  
9 sense to me. That you can continue to put yourself into a position where you say I want to be in  
10 a profession where I know I'm going to have this conflict.

11           WARD: Ahum. Well, Dr. Marx, I guess I looked at the provision again in terms of  
12 referring. They said that if there ... you know, and I've read, um, in some of the courses that I  
13 take that value conflicts come up. And when value conflicts come up, you do the right thing so  
14 as not to do harm to the client and you refer. So, that's what I always considered would be, um,  
15 the way to resolve this issue. Is to refer. Um, not only that, I've done ... I've done pretty, uh,  
16 good in my counseling classes so that there was never a reason for me to say this is something I  
17 cannot do.

18           MARX: Did you have any conversation with people on that interpretation – that there  
19 are various areas, because what I... what I hear you saying it sounds to me and you can confirm  
20 it...

21           WARD: OK.

22           MARX: ... is that you appear to be in compliance with some areas of the code of ethics  
23 but not in compliance with others.

1 WARD: No, that's not what I am saying.

2 MARX: OK.

3 WARD: As far as I'm concerned, I in compliance with all aspects of the code of ethics.  
4 Somebody may have a different interpretation but as I interpret this, I am in compliance.

5 MARX: OK. Including compliance with the reference to providing services to people  
6 with, uh, ...

7 WARD: homosexual

8 MARX: ...homosexual orientation.

9 WARD: Yes, I am because I have not said that I will not counsel a homosexual client.  
10 What I said is that I cannot affirm their homosexual relationship. I'm willing to counsel with any  
11 client.

12 MARX: But I don't see where ... that's the other thing I don't understand is I don't see  
13 where this says that you must affirm, it says that you need to counsel...

14 WARD: Ahum.

15 MARX: And...

16 WARD: Well....OK, I'm sorry.

17 MARX: ... that it says if... if somebody comes and you're going to counsel then you  
18 counsel.

19 WARD: Ahum.

20 MARX: It doesn't say you have to affirm. Like I don't see how...

21 WARD: Well...

22 MARX: To me, where it's ... where it's confusing to me and it really is confusing at this  
23 point, is how you feel you're not affirming an abortion for example...

1 WARD: Ahum.

2 MARX: ... and ...

3 FRANCIS: Let me stop you there real quick. Just want to note that Dr. Dugger is having  
4 to leave to go to a...

5 DUGGER: I have another appointment at 4:30, my apologies.

6 FRANCIS: Yeah, just wanted to make sure that's in the record.

7 CALLAWAY: I have a class shortly. I was just wondering since there's nothing else,  
8 we don't ask questions...

9 FRANCIS: Uh, uh.

10 AMETRANO: Right, and we don't ask you questions...

11 CALLAWAY: ...so, unless you have any final questions for me, I'd like to be excused  
12 as well.

13 AMETRANO: Any other questions for Dr. Callaway?

14 FRANCIS: No.

15 AMETRANO: Dr. Callaway is excused to go to class.

16 CALLAWAY: Thank you.

17 FRANCIS: OK.

18 FRANCIS: Sorry to interrupt, Gary.

19 MARX: Sorry.

20 WARD: Dr. Marx, that's OK. Um, what ... what I had mentioned before is with  
21 abortion, you have options which you can offer. With a client that's struggling with  
22 homosexuality, there are no options. So, it's just, OK, this is who you are, so we're only going  
23 to deal with helping you feel comfortable with who you are. You cannot discuss any other

1 treatment plans that would, um, bring them out of that particular lifestyle. That's the difference.

2 FRANCIS: OK. I... I need to follow-up here because I want to follow-up to a  
3 conclusion ... to your conclusion.

4 WARD: OK.

5 FRANCIS: OK. Therefore, if somebody comes in and let's say you have a high school  
6 student comes in, and is questioning their sexuality...

7 WARD: Ahum.

8 FRANCIS: ... and thinks that they're leaning towards homosexuality...

9 WARD: Ahum.

10 FRANCIS: ... uh, it would then be OK to suggest therapy for them that is specifically  
11 designed to say that they're not homosexual. To lead them to that conclusion.

12 WARD: If a student felt that they were struggling with homosexuality, and they felt like  
13 this is something that, um, wasn't going to change, then I would refer that student. What I'm  
14 saying...

15 FRANCIS: But that's not what I'm asking...

16 WARD: OK, Dr. Francis.

17 FRANCIS: What I'm asking is, and I'm not asking it about you...

18 WARD: OK.

19 FRANCIS: I'm asking, would it be OK in that situation to refer that client or to provide  
20 counseling to that client that specifically would address their homosexual... homosexuality as  
21 wrong or unhealthy.

22 WARD: I think this goes back to what I originally said about that kind of situation. My  
23 religious beliefs and values will not allow me to affirm homosexual relationships.

1 FRANCIS: And I appreciate that and I hear that. What I'm asking is given that, is it  
2 appropriate to say to someone or to offer services that would specifically try and change their  
3 perceived sexual orientation – from homosexual to heterosexual.

4 WARD: Yes, I believe that there are options you should offer, um, I believe you should  
5 offer all options.

6 FRANCIS. Ahum. And is that one of the options?

7 WARD: Them being able to change? That is an option. It's not an option that's  
8 accepted by the counseling department but it is still an option.

9 AMETRANO: It's not the counseling department, it's the American Counseling  
10 Association, and we talked about this in one of the classes you were in with me.

11 WARD: Ahum.

12 AMETRANO: The American Counseling Association years ago...

13 FRANCIS: And the American Psychological Association and the Social ...

14 AMETRANO: ... put out a position paper saying that's unethical to refer clients to have  
15 their sexual orientation changed. Reassignment, re... whatever they called it.

16 FRANCIS: Reparative therapy...

17 AMETRANO: Reparative therapy. That it's unethical to refer. So, what I heard you just  
18 saying is that you wouldn't do it because, you know it's unethical by the

19 WARD: What, I'm sorry, what...

20 AMETRANO: ... according to the counseling department, it's not the counseling  
21 department, it's the American... that you know you're not supposed to refer people for sexual  
22 reassignment therapy...

23 WARD: Ahum.

1 AMETRANO: ...because, because you're saying we told you it was wrong. The ACA's  
2 position is that it is unethical.

3 WARD: Ahum. Now ...

4 AMETRANO: I gave that out in class.

5 WARD: Yeah, it was my understanding that they were voting on that – trying to decide.

6 AMETRANO: Oh, no!

7 FRANCIS: Oh, no! That's not a vote.

8 AMETRANO: That was a very clear polic... 5 page policy position statement.

9 WARD: OK.

10 FRANCIS: Yeah, that was ... that was never brought up for a vote. It was just a  
11 policy...

12 WARD: Then I guess this goes back to what I said initially. If that were the situation  
13 and I were dealing with a student that was expressing that concern, I would refer them.

14 FRANCIS: Gary, I'm sorry, Dr. Marx, I cut you off, did you have more?

15 MARX: No. No, I'm set.

16 FRANCIS: OK.

17 AMETRANO: Unless the committee has any other questions, I think we need to adjourn  
18 or is there anything you would like to ...

19 WARD: No, that's it.

20 AMETRANO: OK, we will adjourn according... well, before we adjourn, according to  
21 the, um, student disciplinary policy, you will hear from us within five days...

22 FRANCIS: Five business days.

23 AMETRANO: ... five business days. Within five business days we will send a letter.

1 WARD: OK.

2 AMETRANO: Informing you of the committee's decision.

3 WARD: OK.

4 FRANCIS: And we'll also, as we said, we'll get a copy of this to you ASAP.

5 WARD: OK, OK. Thank you Dr. Francis.

6 FRANCIS: Yeah, oh yeah.

7 WARD: Pleasure meeting you Dr. Marx...

8 MARX: Good to meet you.

9 WARD: And thank you Dr. Ametrano, nice to see you again.

10 AMETRANO: Thank you for coming. Yes.

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CERTIFICATE

I, Maria Sifert, do hereby certify that the foregoing pages constitute a full, true, and accurate transcript of all of the audio recording of the March 10, 2009 formal review hearing, and that said transcript was prepared under my direction and control.

Dated at Scottsdale, Arizona, this 1st day of April, 2009.

  
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Maria Sifert, Paralegal

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