

**Ethos Leaders LLC Counseling Services**  
**Bryant Kusy, MA, LCPC**  
**1243 E Iron Eagle Dr. Suite 130D Eagle, ID 83616**  
**Phone: (208) 391-7050**  
**FAX: (208) 547-6835**

**Welcome** and thank you for choosing my practice. I think it is important for you to feel comfortable at your initial visit, to feel free to ask questions, and to get information that will help you make decisions about your treatment plan. Following you will find information about my services, payment and appointment policies, confidentiality, and emergency situations.

**Therapy**

I am a Licensed Professional Clinical Counselor and I've been practicing full time since June, 2003. I have worked in a University Counseling Center, 8 years in Early Intervention (0-3), in a non-profit I co-founded, 3 years with St. Luke's Center for Neurobehavioral Medicine and in my own private practice (Ethos Leaders).

My approach is trauma informed and attachment based. I use several different therapeutic approaches including Cognitive Behavioral Therapy (CBT), EMDR (Eye Movement Desensitization and Reprocessing), Tapping (EFT), and Mindfulness. Determining a treatment plan for a client involves a collaborative effort between the therapist and client. As we work together, we will review how therapy is progressing and if goals are being met. Clients are encouraged to ask questions at any time about the treatment plan or issues related to therapy.

**Vacation and/or absences**

I may be away from the office for family reasons, extended vacations, or to attend professional meetings. I will discuss any prolonged absence with you well in advance and give you the name and phone number of a counselor you can reach out to, if needed, during my absence. This will only occur for absences within normal business hours and longer than a week's time.

**Fees and Payment Policies Agreement**

Services and pricing are as follows:

Initial Assessment Session (90791) ... \$180

Individual Therapy (90837) 53 Minutes & over... \$145

(90834) 52 Minutes & under... \$100

(90832) 37 Minutes & under...\$80

Family Therapy with (90847) or without child (90846)... \$145

Couples Therapy - (90847) SOME INSURANCES DO NOT COVER COUPLES THERAPY \$145

Court Appearance...\$500.00/first 4 hours, \$125.00 ea. additional hour\*\*

Special Documentation Fees...\$100 per hour\*\*

Phone/email (billed in 15-min. increments)... \$25/15 min.\*

No Show or Late Cancellation charge...\$50.00

\* Phone calls or lengthy voice mails/emails: spending more than 10 minutes reading and/or responding during a given week may be billed on a prorated basis for that time. Therapy is not offered via email.

\*\*NOT billable to Insurance

### **Other fees and payment policies:**

*All payment is due at time of service.*

You are responsible for fees *regardless of insurance coverage.*

If you have an outstanding balance full payment will be required before further services can be performed.

**Please contact your insurance carrier before your first appointment with questions about your mental health benefits including co-pays, deductibles and eligibility for services.**

Please call me for any billing questions. There is a \$35 fee for returned checks due to insufficient funds. Simple Practice requires a credit card number for payment unless you are paying by check or cash.

Accounts that are 90 days overdue may be submitted to a collection agency. You are responsible for all fees associated with collections. It is my preference that all problems with payment be worked out between us instead of sending unpaid bills to a collection agency. I encourage clients to discuss billing with me at any time.

### **Appointments and Cancellation Policy**

Appointments typically occur on a weekly or bi-weekly basis unless we agree to another schedule. Your appointment begins at our agreed upon time and that time is held exclusively for you. A therapy session is typically 50 minutes in length, allowing time for documentation and future scheduling. For me to better serve clients who are waiting for an appointment, it is important that you call at least 24 hours in advance to cancel. There are times when illness or accidents may prevent you from giving 24-hour notice and these are times I am happy to make exceptions.

As part of my services, I offer online counseling through Psychology Today Sessions, which is both easy to use and HIPAA compliant. Teletherapy is a great alternative for those who can not make it to the office due to weather conditions, travel, illness or other limiting circumstances.

**Failure to cancel an appointment within 24 hours will result in being charged up to THE FULL AMOUNT for the missed appointment. This payment must be received before the next schedule appointment and insurance will not cover this cost. Typically, the late cancellation/no-show fee is \$50.00.**

Please feel free to ask me any questions regarding this policy.

### **Insurance**

Services may be covered in full or in part by your health insurance or employee benefit plan. I am considered "in network" with many insurance plans and policies. In some cases, clients pay me directly for services provided and then obtain reimbursement, where available, from their insurance company. In any case, you will probably have to pay a percentage or all (ex: if you have an unmet deductible) treatment costs. I accept cash, check, Venmo, PayPal, HSA cards, credit and debit cards. However, due to

the high credit card processing fees, **should you choose to pay with a card, a 3.5% surcharge may be applied to your balance to cover processing fees (not applicable to HSA cards).**

### **Consultation Services**

Consultation services do not meet the criteria for therapy and is billed privately. The fees for consultation services are the same as therapy services and payment is expected at time of service.

### **Specialty services**

**Court testimony:** I do not testify in court as I may not be objective as your therapist and do not write letters of support for one parent in custody disputes for the same reason. I will only testify in court in response to a court order. Such time is not reimbursable by insurance and additional charges WILL accrue. In the event I am called to testify in custody dispute, child protection case, etc., I will describe observable events and may offer opinions within the scope of licensure. **I am not trained in forensic psychology nor I am qualified as “custody evaluator” and will make this known to all court personnel as required by ethical obligation.** I do not advise or recommend, with regards to custody arrangements or marital disputes.

### **Legal/Custody**

Because my role is that of the child’s helper, I avoid getting involved in legal disputes or other official proceedings unless compelled to do so by a court of law. Matters involving custody and mediation are best handled by another professional who is specially trained in those areas rather than by the child’s therapist. Please see my fee and payment schedule for costs, in the event I am ordered to participate in court proceedings, you are responsible for the fees associated.

### **Client Rights**

You are entitled to receive information from your therapist about the methods of therapy, the techniques used, and the fee structure. You can seek a second opinion from another therapist or terminate therapy at any time.

### **Electronic Communications**

Electronic communications (i.e. texts, email) are not considered confidential. My phone and email are password protected and have no other users. However, when you email or text me, you are giving me permission to reply by email or text. Because these types of communication are not secure and your privacy is at risk of being violated, I choose not to discuss clinical matters through electronic means. Please do not text me highly confidential or sensitive information. E-mail is not to be used for emergencies or time-sensitive issues. If you use a work or school email account or computer, the employer or school likely has access to any content in those emails or any email (even from a non-work or non-school email account) sent from a work or school computer. Please strongly consider using an alternative email or computer for communication with me if you prefer that your work or school not see our correspondence.

I utilize a billing and documentation system that uses state of the art encryption and security.

### **Social Media**

As a policy, I do not become Facebook “friends” or have similar relationships on social media with clients for the **purposes of maintaining your confidentiality and to respect our mutual privacy.**

### **Teletherapy**

If you choose to use online counseling (Teletherapy), you need to understand that:

- (1) All existing confidentiality protections are equally applicable.
- (2) There are potential risks, consequences, and benefits of Teletherapy.

Benefits – include easier access to care and the convenience of meeting from a location of your choosing

Potential Risks – include interruptions, unauthorized access (family members or others who may enter your room) and technical difficulties.

### **Liability**

Ethos Counseling is not liable for any claims and/or damages arising from:

1. Access of protected health information due to your negligent sharing or loss of your User ID and password or email accessible when unattended. Any protected health information accessed in this manner may be available to others and is no longer protected by Ethos Counseling’s privacy practices.
2. Interruption in the ability to conduct telehealth services due to technical difficulties, technical maintenance, or system failure.
3. Breaches of privacy and security due to the fault of the third party telehealth provider.
4. Access by friends, family members or other third parties who may enter the room on the client side during telehealth sessions.

### **Emergency Situations**

I provide non-emergency psychotherapeutic services by scheduled appointment. If I believe your psychotherapeutic issues are above my level of competence or outside of my scope of practice, I am legally required to refer, terminate or consult.

If you have an urgent question or need, please remember that I only check and reply to email, voicemail, and texts periodically during business hours, and may not check at all during the hours I am closed. I do NOT provide 24-hour on-call emergency services. If you are experiencing a crisis situation or emergency, please choose one or more of the following options:

1. Go to your nearest **emergency room**
2. Call **911**
3. Contact the Mobile Crisis Unit at **(208) 334-0808**.
4. Contact the Crisis Hot Line at **(208)788-3596**
5. Contact the Suicide Prevention Line at **1-800-273-8255**
6. Text **HOME** to **741741** to connect with a crisis counselor via text messaging

