

Professional Ethics: A Living and Dynamic Force



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z Why are companies appointing ethics VPs and writing ethic codes?

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z Why are companies setting up “hot-lines” for employees to anonymously report wrong doings by superiors, peers, or subordinates?

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z Why have some professional associations and societies, e.g., AIHA, CSSE, ACRSP, etc., set an ethical standard of conduct for its members?

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z Why are ethical issues a major concern for our professions and businesses?

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z Objectives

- y Provide you with a greater awareness of the importance & benefits of ethical behavior in our profession
- y Encourage you to think through ethical dilemmas before acting

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z Objectives (continued)

- y Increase your awareness of how your decisions impact others and the profession

- y Review some of the tools available to help guide you through the decision-making process

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Z Factors that increase the likelihood of ethical misconduct

- y Increased competitiveness in business
- y Changing social values
- y Cultural shifts (new role models)
- y Globalization and decentralization of business
- y Technological advances

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- z Why be ethical?
 - y Media's portrayal of misconduct

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z Benefits

- y Builds trust
- y Builds employee, shareholder, and public loyalty
- y Avoidance of monetary fines
- y Minimizes government intervention, i.e., the promulgation of regulations



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z What is good ethical behavior?

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“The single largest problem in ethics is the inability to recognize ethical issues.”

Rushworth M. Kidder, Ethicist

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z Scenario #1

You are the safety and health manager. You have just audited one of the company's facilities. Your superiors, at the request of the company's legal counsel, ask you to alter your audit report by deleting any references to being non-compliant with regulations.

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z Scenario #2

You are a consultant. You offer to perform a turn-key lead abatement project for your client, which includes writing the project specifications, selecting/hiring the lead abatement contractor, and performing all surveys, including personal, area and clearance air-monitoring.

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z Scenario #3

You are a safety and health professional. You are being interviewed for a job position for which one of the requirements is that the candidate be a registered safety professional. During the interview, you casually mention that your competitor for the position twice failed the CRSP exam.

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Ethic Codes



Ethic Codes

Code of Professional Ethics for Industrial Hygienists

- y American Industrial Hygiene Association
- y American Conference of Governmental Industrial Hygienists
- y American Board of Industrial Hygiene

Ethics Codes

Code of Ethics

Canadian Society of Safety Engineering

Ethics Codes

Code of Ethics

Association for Canadian Registered Safety
Professionals

Code of Professional Ethics for Industrial Hygienists

Canons Of Ethical Conduct

Industrial hygienist shall:

Practice their profession following recognized scientific principles with the realization that the lives, health, and well-being of people may depend on their professional judgment, and that they are obligated to protect the health and well-being of people.

Code of Professional Ethics for Industrial Hygienists

Industrial hygienist shall:

Counsel affected parties factually regarding potential health risks and precautions necessary to avoid adverse health effects.

Code of Professional Ethics for Industrial Hygienists

Industrial hygienists shall:

Keep confidential personal and business information obtained during the exercise of industrial hygiene activities, except when required by law or overriding health and safety considerations.

Code of Professional Ethics for Industrial Hygienists

Industrial hygienist shall:

Avoid circumstances where a compromise of professional judgment or conflict of interest may arise.

Code of Professional Ethics for Industrial Hygienists

Industrial hygienist shall:

Perform services only in the areas of their competence.

Code of Professional Ethics for Industrial Hygienists

Industrial hygienist shall:

Act responsibly to uphold the integrity of the profession.

CSSE Code of Ethics

Members will:

Provide sound judgement in pursuance of their professional duties; Follow the highest standards of integrity; Uphold the honour and dignity of the occupational health and safety profession.

CSSE Code of Ethics

With the General Public

Members shall:

Act in such manner as to maintain the honour and prestige of the profession.
Engage only in activities which will maintain and enhance the quality of their professional services.

CSSE Code of Ethics

With Employers and/or Clients

Members shall:

Refrain from obtaining personal advantage through their professional affiliation with the Association members.

Avoid conflicts of interest.

CSSE Code of Ethics

When Seeking Employment

Members shall:

Use a professional approach to compete fairly with other members.

CSSE Code of Ethics

With Other Members/Colleagues

Members shall:

Support the confidence of members/colleagues in other members.

Honour the occupational health/safety work accomplished by others. Strive to improve their professional growth and encourage fellow members/colleagues to develop professionally.

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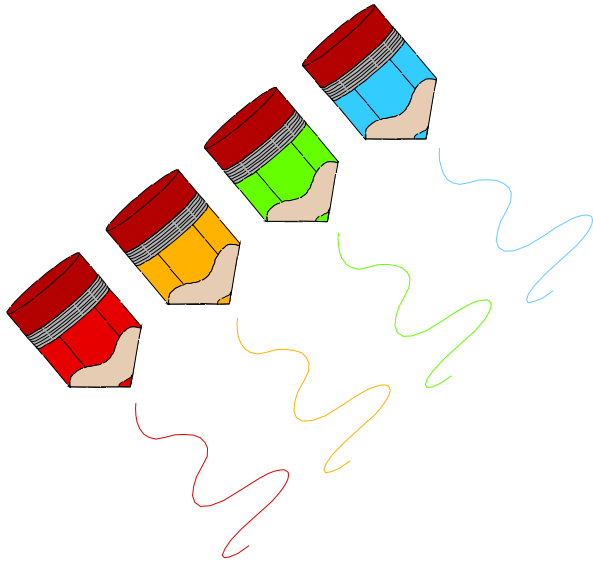
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- z Other Resources
 - y Your Company's Ethics Policy/Program
 - y T.R.U.S.T.

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z T.R.U.S.T. MedPartners Corporation

A series of considerations designed to provide structure to ethical deliberations.

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Z T.R.U.S.T.

I Think about the situation objectively.
Clearly understand the situation.
Know the facts and identify the real issues.



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Z T.R.U.S.T.

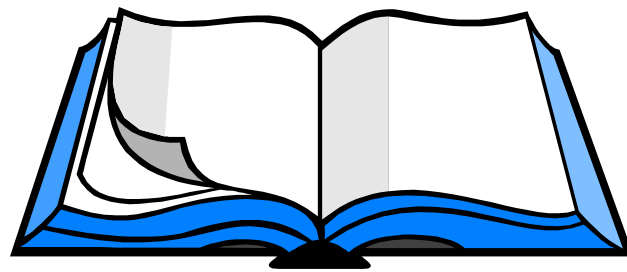
R Recognize and analyze motivations. If the situation troubles you, ask yourself why. Consider the other party's motivations.



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Z T.R.U.S.T.

U Understand applicable policies and laws.
Know whom and when to ask for
guidance.



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Z T.R.U.S.T.

S Satisfy the headline test. Would you feel comfortable seeing your actions reported in the news. How might your family and colleagues see your decision?



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Z T.R.U.S.T.

I Take responsibility for your actions. Make an appropriate choice and act accordingly. Remember that you are accountable for the outcome of your decisions.

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Review

Ethics is...



Important

Beneficial



Answers to dilemmas are not always easy and
clear-cut



Resources

