PROFESSIONAL ETHICS

PROFESSIONAL CONDUCT

&

PERSONAL MORAL JUDGEMENT

Presented by: Don LaFara
DCNR/NDEP/BSDW/LCP
Ethics is Something you Either Have
Or
Don’t Have

True or False?
Ethics is an Invisible Employee Behavior Noticeable by its Absence

Ethics is Something that is Learned and Chosen Throughout One's Life
Deontology
De-on-tol-o-gy
How do we decide what is right?

Deontology: the study of moral obligation what is binding, necessary, and right.

I can be a good person by applying my reason to the discovery of moral behavior.

Immanuel Kant 1788

Practical Reasonability: Affirms the existence of an absolute moral law that is categorically imperative

Immanuel Kant 1788

Ethics: that branch dealing with duty, moral obligation, and right action is the science of moral duty

Jeremy Bentham 1826
Ethics - a System of moral values that establish appropriate conduct

• Principles
  Most people see Ethics as synonymous with respect, loyalty, honesty, and trust. These are a few of the moral principles of Ethics.

• Costs
  Average organization looses $9/day per employee to fraud, waste and abuse. Fraud waste and abuse cost businesses $400 billion annually.

• Studies
  Suggest that morale is higher in organizations where employees observe ethical behavior from management.
Unethical Attitudes

Amoral = Lacking Moral Sense
Ethically unaware (naïve)

Immoral = Not Conforming to Accepted Standards of Morality
If you don’t get caught is it still wrong?
Management has the Responsibility to Set Ethical Standards

Employees must know the difference between Right and Wrong
They must be Ethically aware
Abides by a Code of conduct
I have read Appendix C; Ethical Standard Operating Procedure and I agree to follow the procedures presented therein and to abide by the ethics policy.

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Management’s Commitment to Ethical Behavior

Lead By Example

Provide Training

Be a Role Model
ETHICAL VALUES OF A ROLE MODEL

Accountable  Honest  Caring
Professional  Dependable  Loyal
Fair  Respectful  Responsible
ETHICS IS A PERSONAL RESPONSIBILITY

THE RESPONSIBILITY FIRST AND FOREMOST RESTS WITH YOU
ETHICS IS A PERSONAL MATTER, YOU THE INDIVIDUAL MUST
CONSCIOUSLY FOCUS ON ETHICAL & PROFESSIONAL
BEHAVIORS & NOT LET THAT FOCUS WAIVER, EVER

No do overs
Ethical Principles & RESPONSIBILITIES

Make a Commitment to Professionalism
Exercise Sensitive Professional and Moral Judgment
Do what is right in the absence of rules

Integrity is Telling Myself the Truth
Honesty is Telling the Truth to Others

If it is Not Right Don’t do it
If it is not True Don’t Say it
Doing the Right Thing when Nobody’s Watching
Ethics in the Work Place

Main types of Unethical Behavior

Lying
Withholding Information
Intimidation, Abuse
Falsely Reporting Time Worked
Discrimination

Most Investigated Misconduct

Conflict of Interest
Misuse of Authority, Resources
Gifts, Theft
Sexual Harassment
What Drives Unethical Behavior?

- Unrealistic Expectations
- Work Dissatisfaction
- Financial Problems
- Ability to Rationalize Unethical Behavior
- Loss of Loyalty

Reinforce Specific Leadership Behaviors to Encourage Ethical Behavior
How to Prevent Unethical Behaviors

When moral standards are unclear or unenforced, it’s easy for People to act in questionable behaviors that are readily rationalized.

Reinforce Specific Leadership Behaviors to Encourage Ethical Behavior

- Practice Active Listening
- Reinforce ethical behavior
- Make ethics a hiring priority
- Make integrity a job requirement
- Discuss ethics during performance reviews
- Pay attention to personal character when hiring
- Encourage managers to share credit for success
- Educate managers about employees ethical use of social media
Protection Mechanism for Whistleblowers

Confidentiality

A whistleblower is a person who exposes any kind of information or activity that is deemed illegal, unethical, or not correct within an organization that is either private or public.

Protection from Retaliation.

Whistleblowers are Protected by Law NRS 281.611 through 281.671 encourages State officers and employees to disclose improper governmental action, and it is the intent of the legislature to protect the rights of employees who make such a disclosure.
Prevent Unethical Behavior

Open Communication
Encourage employees to Ask when in Doubt
Get Everyone on Board

Explain the Mission of the Organization
Build a Culture of Quality

Don’t ask the Impossible of Co-Workers or Subordinates
Employees only want to Please the Boss
Leadership is Not a Title, It’s a Behavior
Clearly and frequently communicate the desired behaviors and why They are Important

Be a Role Model, Acknowledge Professionalism
Reward Good Behavior and Encourage Good Judgement

Enable your Staff, give them the tools to do their Job

Provide Ethics Training Annually
Co-workers Balance

Working well with others involves understanding human nature, being willing to compromise, and looking beyond the surface to understand people and the reasons for their actions.

Employees who get along with different types of people in the workplace show their flexibility and adaptability, two traits that are highly sought after.

You can always improve your interpersonal dealings with a variety of people while on the job. It’s all about attitude.
No matter what the job, we need to respect each other and work together to accomplish the Task and the mission.

The most important thing to remember when dealing with co-workers, especially difficult co-workers, is to remain professional.

Treat others as you would like to be treated and Keep an open mind.

Never lie or spread gossip and don’t make promises you can’t keep.

Do not discuss topics in the office that would make co-workers uncomfortable.
Do not worry about receiving praise or credit; concentrate on doing a good job and keep a good work ethic, praise will follow.

Try to work out problems with co-workers before going to a supervisor. Respect the moods of fellow employees everyone has a bad day every now and then.

Try to solve problems instead of creating them. Your integrity is everything and your word is impeccable. Don’t make assumptions and take nothing personal.

Don’t worry about yesterday it’s gone, look forward to tomorrow.

Your important, and you can make a difference.
CONTACT THE NEVADA ATTORNEY GENERAL
REPORT FRAUD WASTE AND ABUSE

Here is the information to help you contact the Nevada Attorney General’s Office.

Attorney General’s Bureau of Consumer Protection Hotline: 702-486-3132. Most Nevadans can contact the Nevada Attorney General's Office with a local telephone call to our nearest office.

Carson City Office
Office of the Attorney General
100 North Carson Street
Carson City, NV 89701
Telephone: 775-687-2100

Reno Office:
Office of the Attorney General
5420 Kietzke Lane, Suite 202
Reno, NV 89511
Telephone: 775-684-1100

Las Vegas Office:
Office of the Attorney General
Grant Sawyer Building
555 E. Washington Avenue, Suite 3900
Las Vegas, NV 89101
Telephone: 702-486-3420
Questions ?