



PROFESSIONAL ETHICS

PROFESSIONAL CONDUCT & PERSONAL MORAL JUDGEMENT



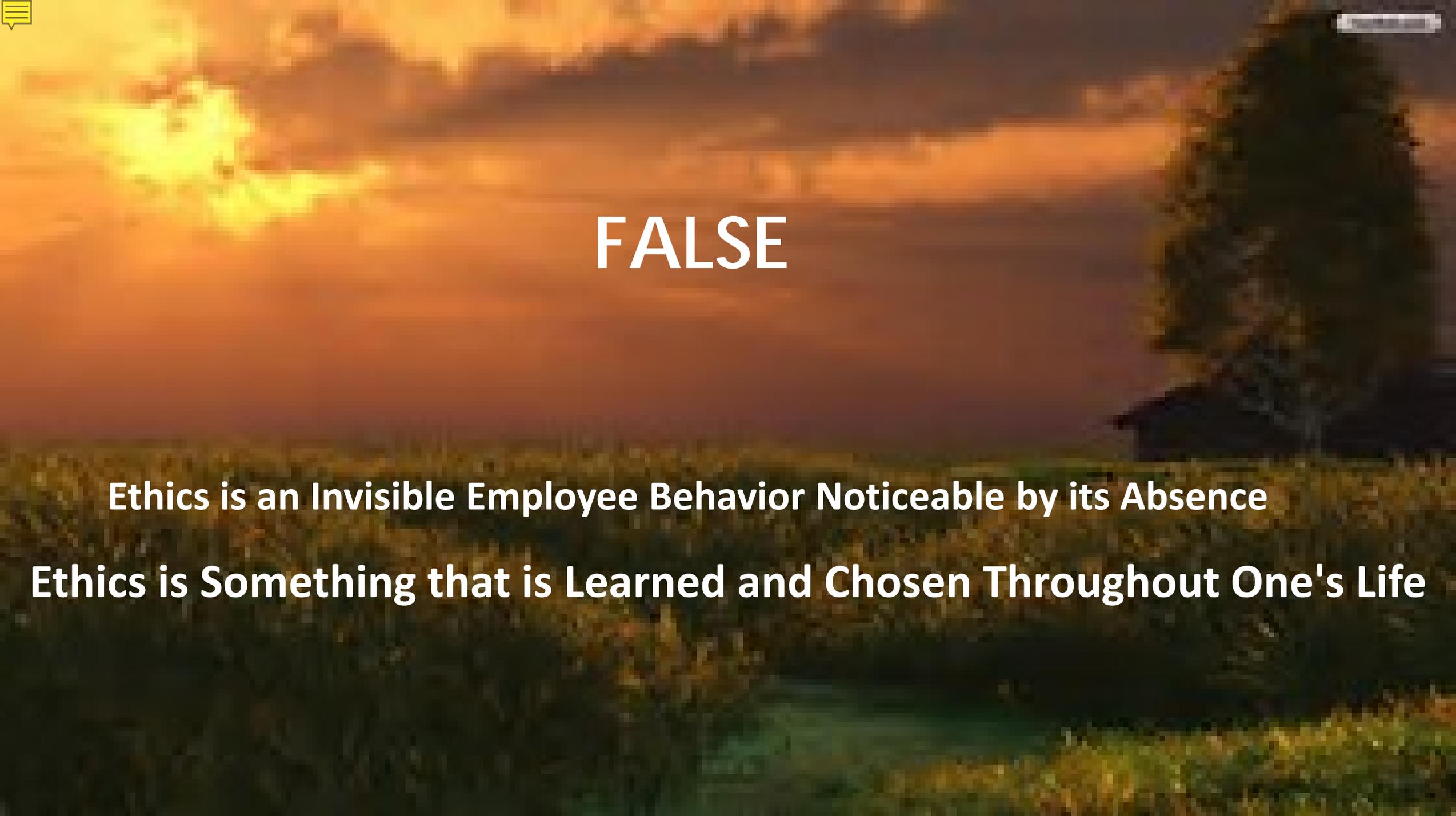
Presented by: Don LaFara

DCNR/NDEP/BSDW/LCP



**Ethics is Something you Either Have
Or
Don't Have**

True or False ?

A sunset scene with a bright sun on the left, casting a golden glow over a field. A dark silhouette of a tree is on the right. The sky transitions from orange to purple.

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-g

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**

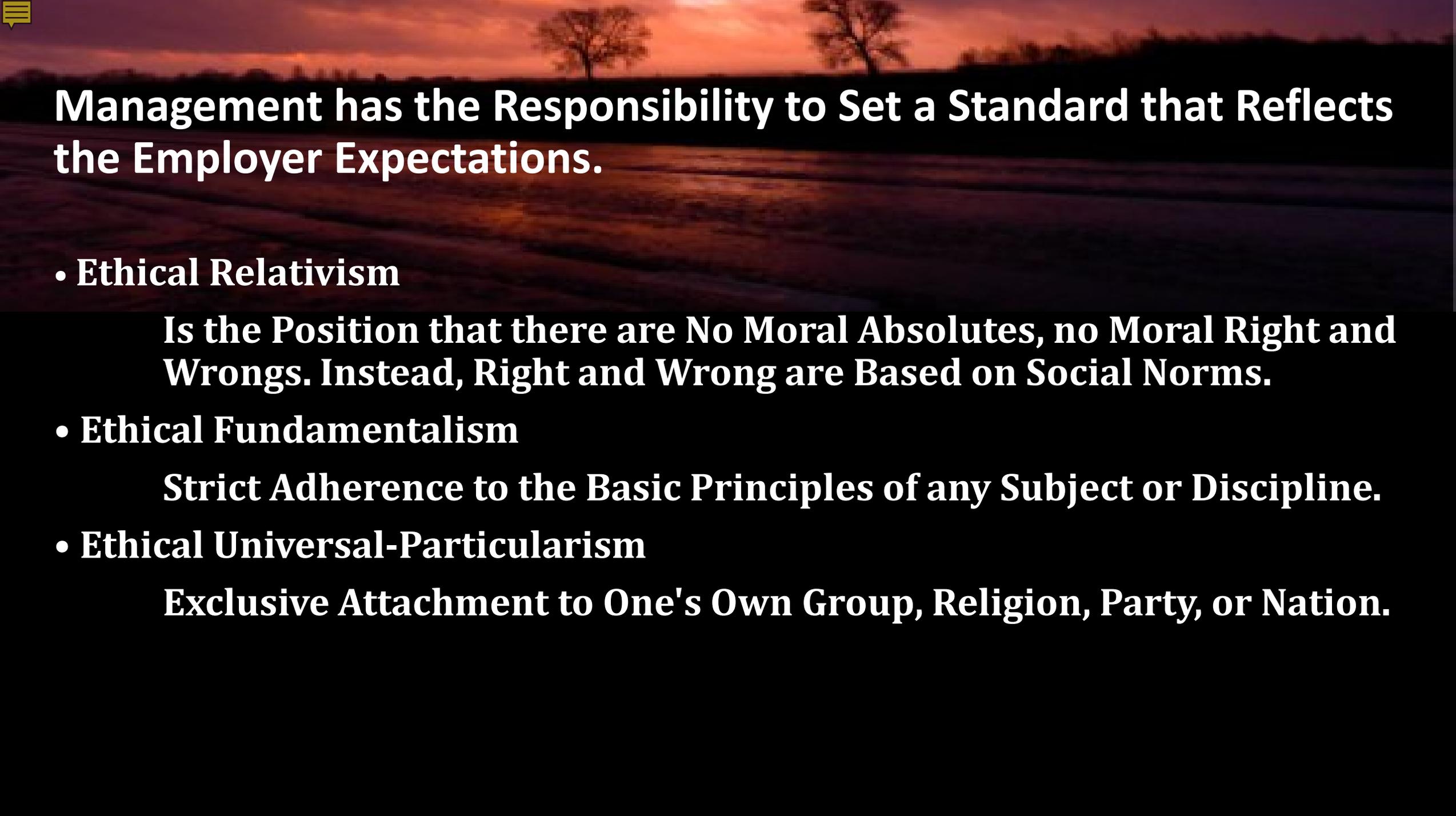
Most people see Ethics as synonymous with respect, loyalty, honesty, and trust. These are a few of the moral principles of Ethics.

- **Costs**

Average organization loses \$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.



Management has the Responsibility to Set a Standard that Reflects the Employer Expectations.

- **Ethical Relativism**

Is the Position that there are No Moral Absolutes, no Moral Right and Wrongs. Instead, Right and Wrong are Based on Social Norms.

- **Ethical Fundamentalism**

Strict Adherence to the Basic Principles of any Subject or Discipline.

- **Ethical Universal-Particularism**

Exclusive Attachment to One's Own Group, Religion, Party, or Nation.



Unethical Attitudes

Amoral Lacking Moral Sense

Business is business and law = ethics

Business exists only to make money

Ethically unaware (naïve)

Immoral Not Conforming to Accepted Standards of Morality

If you don't get caught it isn't wrong

Unethical for the firm

Unethical against the firm

Management has the Responsibility to Set Ethical Standards

The Moral Employee

- Ethically aware
- Knows the difference between Right and Wrong
- Proactive
- Abides by a Code of conduct



NEVADA DIVISION OF
**ENVIRONMENTAL
PROTECTION**

STATE OF NEVADA
Department of Conservation & Natural Resources
Brian Sandoval, Governor
Bradley Crowell, Director
Greg Lovato, Administrator

**LCP QAM
Rev. 19
Appendix C
CODE OF CONDUCT
ETHICAL STANDARDS**

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.

Printed Name: Donald LaFara

Signed: *Don LaFara* Date: 1.5.17

Printed Name: Michael Antoine

Signed: *MA* Date: 1/5/2017

Printed Name: Joseph Mwakapumba

Signed: *JM* Date: 1/5/2017

Printed Name: Michelle Nenzel

Signed: *MN* Date: 1/5/2017

Printed Name: Jennie Fong

Signed: *JF* Date: 1/6/2017

Printed Name: Paige Menicucci

Signed: *Paige Menicucci* Date: 1/6/2017

ETHICAL VALUES OF A ROLE MODEL

Honest

Integrity

Dependable

Fidelity

Fairness

Attitude

Caring

Accountable

Professional

Responsible

Respectful

Excellence



Professional & Personal Attributes

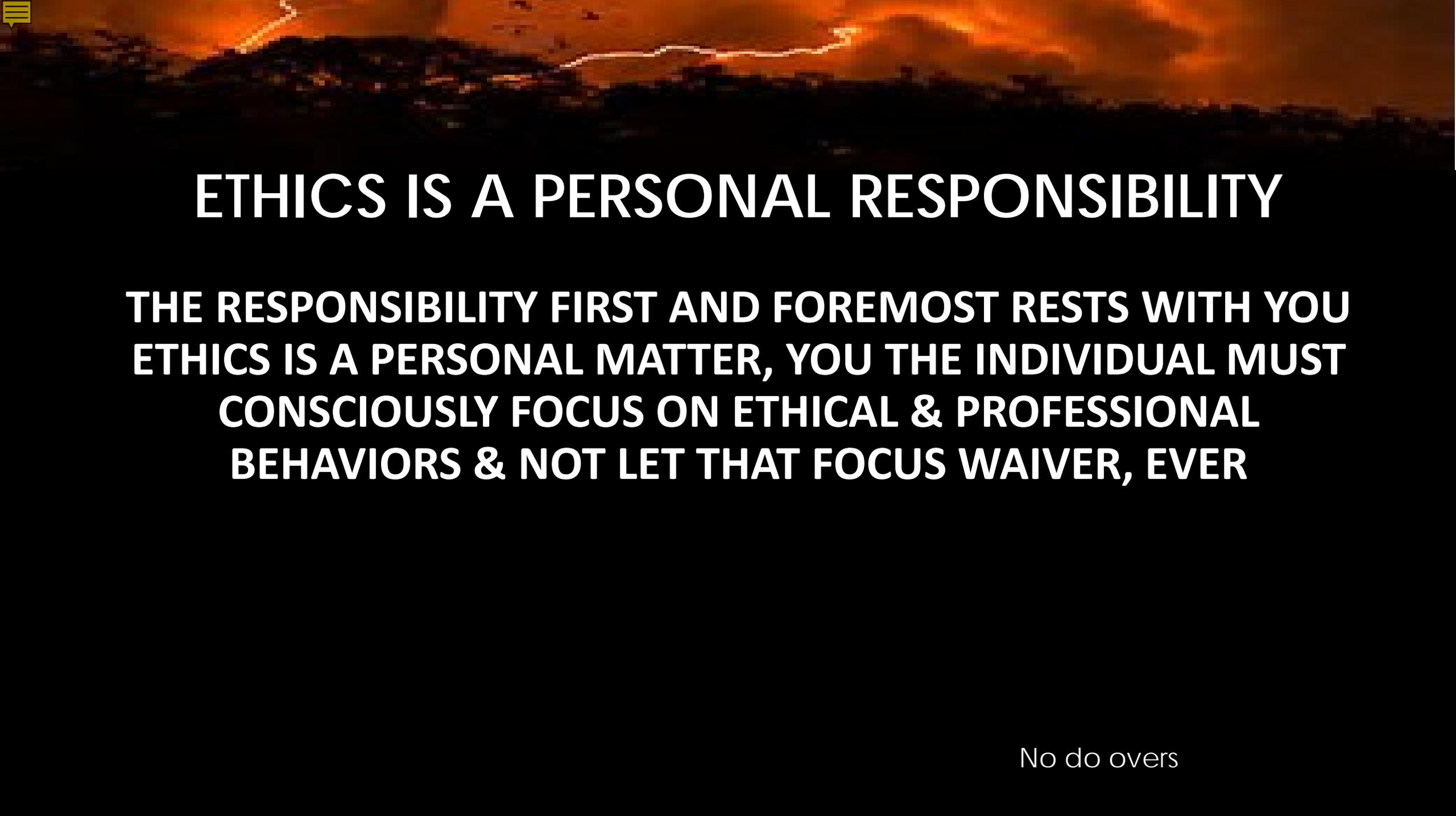
Your Work Should Be

Relevant Reliable

Verifiable Accurate

Precise Objective

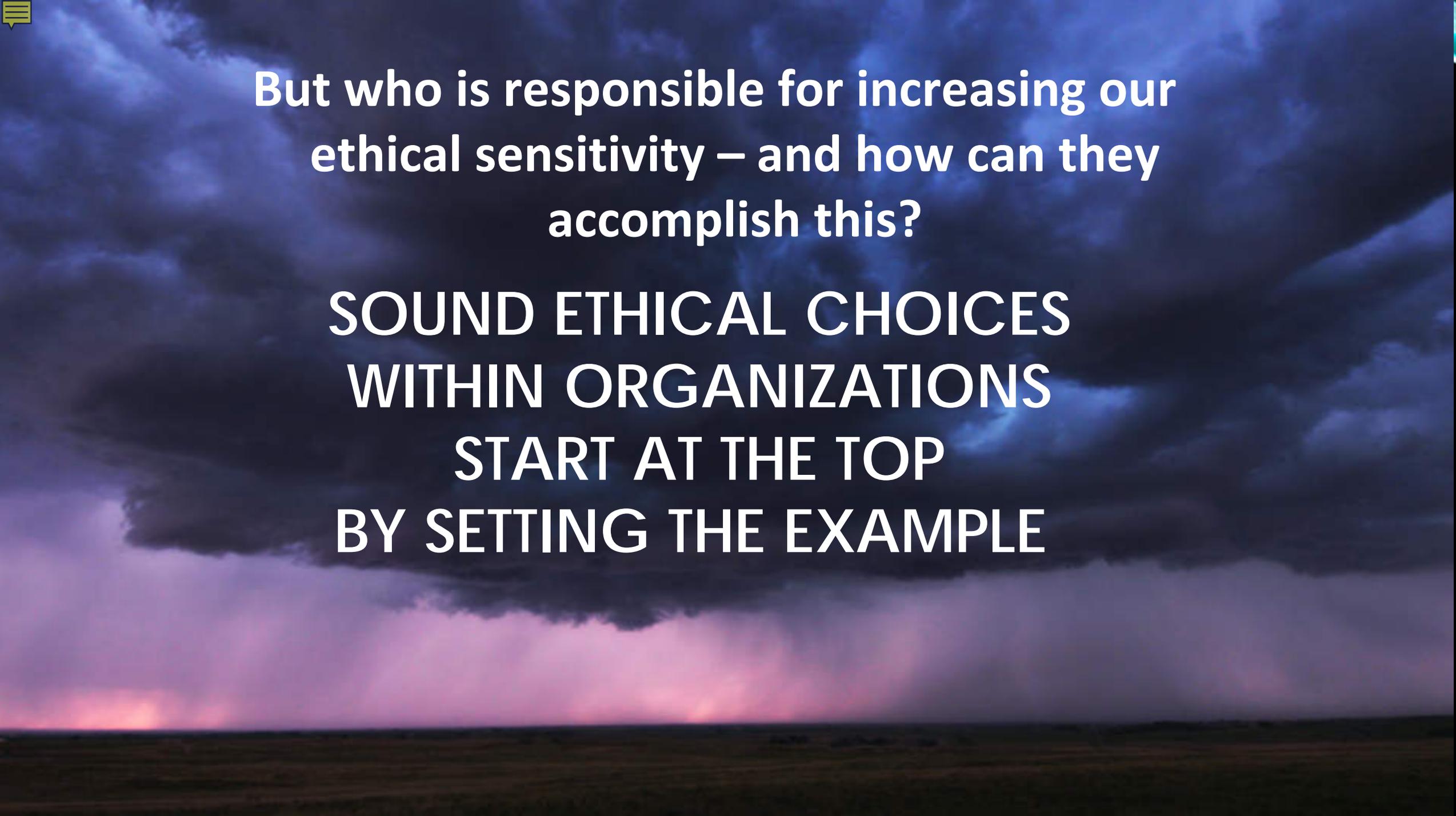
Reproducible Comparable



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

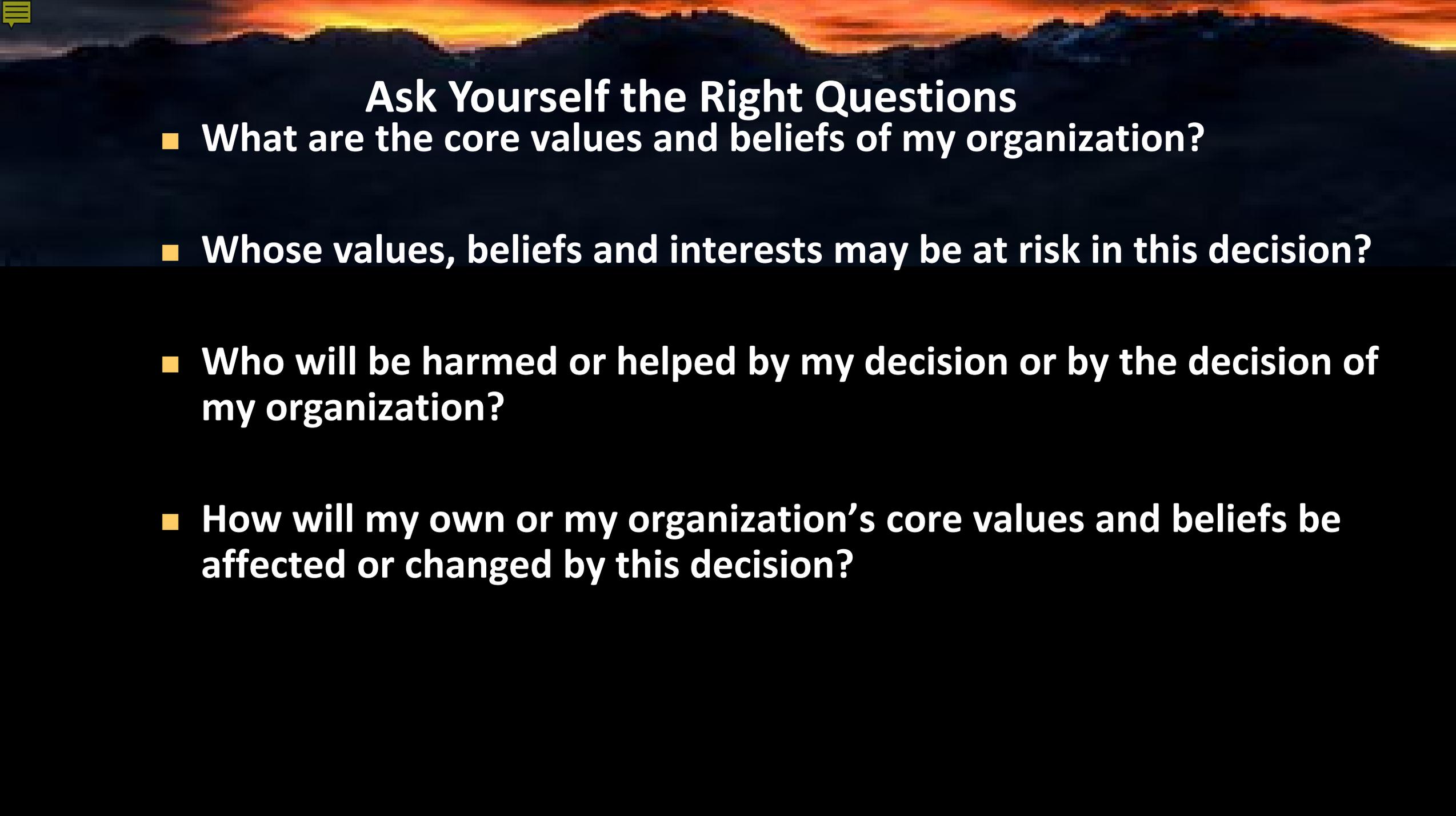


**But who is responsible for increasing our
ethical sensitivity – and how can they
accomplish this?**

**SOUND ETHICAL CHOICES
WITHIN ORGANIZATIONS
START AT THE TOP
BY SETTING THE EXAMPLE**



- **Management's Commitment**
- **Attitude**
- **Lead By Example**
- **Training**
- **Be a Role Model**



Ask Yourself the Right Questions

- **What are the core values and beliefs of my organization?**
- **Whose values, beliefs and interests may be at risk in this decision?**
- **Who will be harmed or helped by my decision or by the decision of my organization?**
- **How will my own or my organization's core values and beliefs be affected or changed by this decision?**



Ethical Principles

RESPONSIBILITIES

Exercise sensitive professional and moral judgment

Make a Commitment to Professionalism

Integrity

Maintain and broaden public confidence

Do what is right and just in the absence of rules

With highest sense of integrity

Ethics in the Work Place

Main types of Unethical Behavior

Lying; Withholding Information; Intimidation and Abuse;
Falsely Reporting Time Worked; Discrimination

Most Investigated Misconduct

Conflict of Interest; Misuse of Resources; Gifts; Theft
& Sexual Harassment



NRS 281.553 Honorarium

State Law Prohibits Public Employees and Public Officers from Accepting or Receiving an Honorarium, Defined as the Payment of Money or Anything of Value, for an Appearance or Speech while Acting in the Capacity of a Public Officer or Employee.

NRS 218H.060 “Gift” defined

- 1. “Gift” means any payment, conveyance, transfer, distribution, deposit, advance, loan, forbearance, subscription, pledge or rendering of money, services or anything else of value.**



What Drives Unethical Behavior?

1. Unrealistic Expectations
2. Work Dissatisfaction
3. Financial Problems
4. Ability to Rationalize Unethical Behavior
5. Loss of Loyalty



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 Maleficence or Unethical Behavior

Open Communication

Encourage employees to Ask when in Doubt

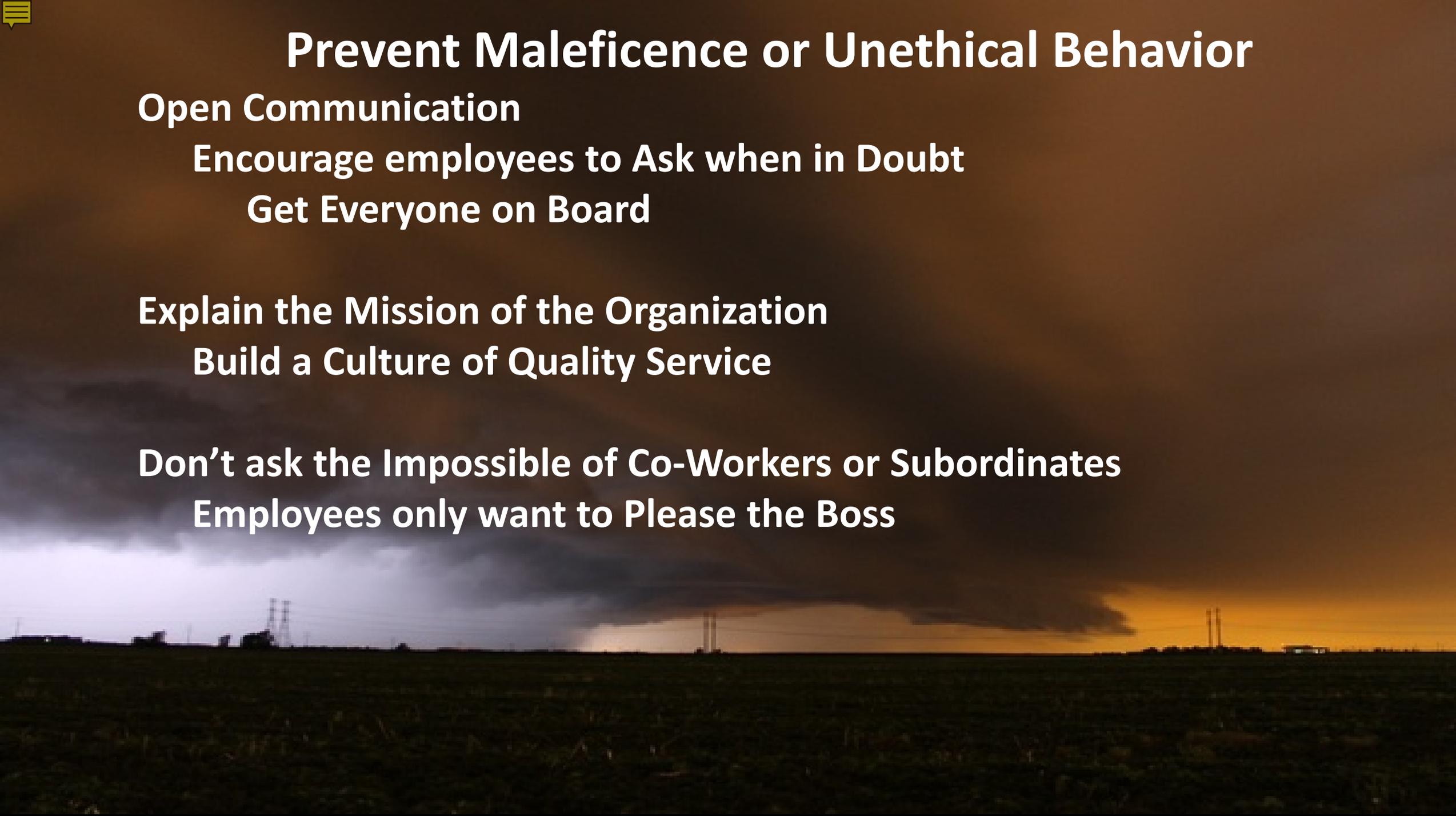
Get Everyone on Board

Explain the Mission of the Organization

Build a Culture of Quality Service

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 to the Organization.

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 mission.

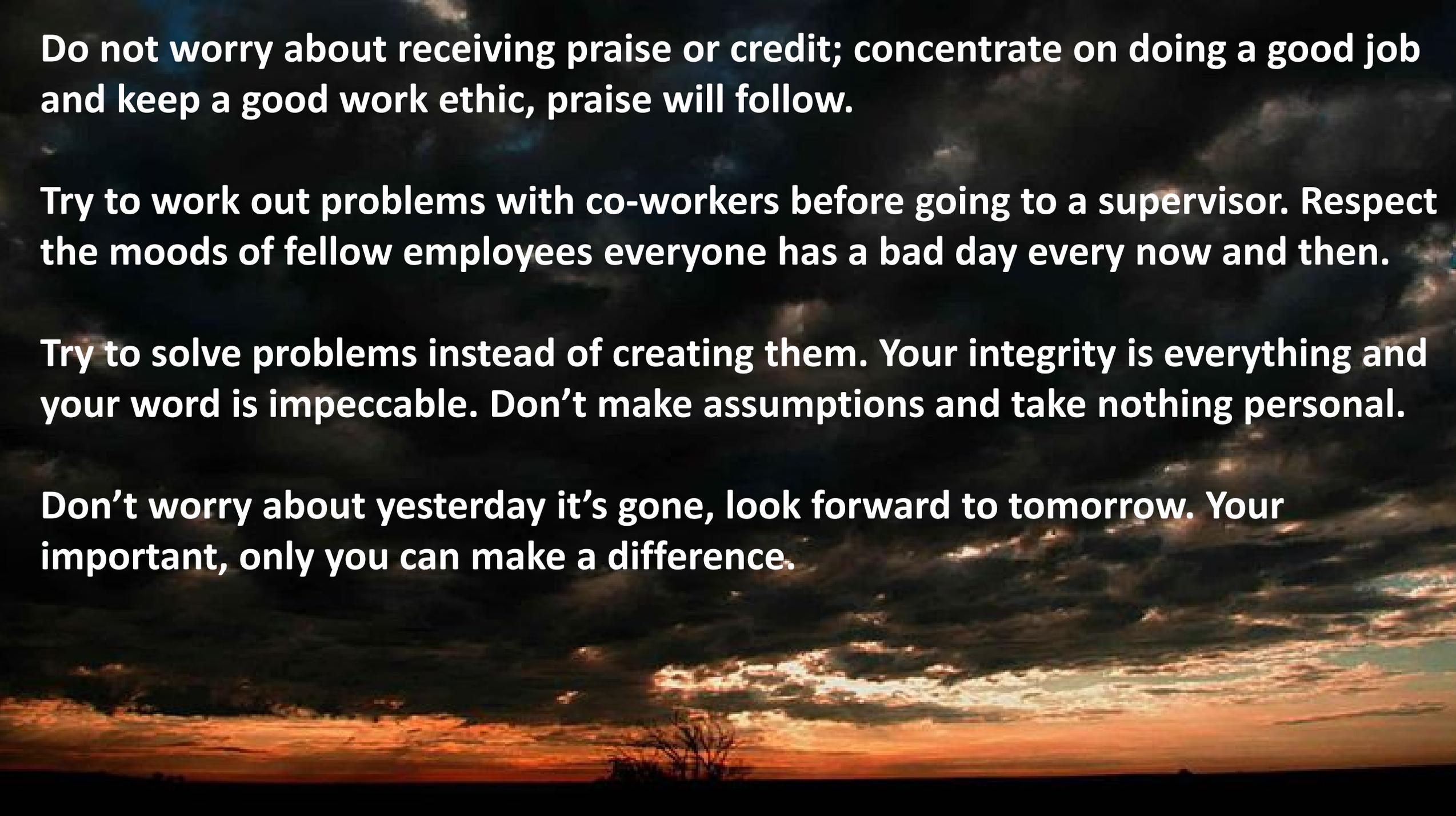
The most important thing to remember when dealing with co-workers, especially difficult co-workers, is to remain professional.

Treat others as you would like to be treated. Keep an open mind. Focus on the team.

Be polite. Never lie or spread gossip. Never confront or ignore a co-worker.

Don't make promises you can't keep. Be kind to your clients and co-workers.

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, only 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 ?

