Ethics Conversation Starter

Does your program have a strong culture of ethics? This checklist can help you find out. It is based on the work of ethics researcher David Mayer. Check every statement that applies to your program. The more checks you make, the stronger your program's ethical culture and practices.

Hiring Practices

❑ When hiring new employees, my organization follows ethical practices.

❑ We attempt to hire new employees with strong ethical values.

❑ In recruiting new employees, my organization emphasizes the importance of ethical behavior.

❑ An effort is made to search for applicants with high moral standards.

Training

❑ All employees must attend ethics training.

❑ Ethics training is consistent with how employees actually perform their jobs.

❑ The things employees learn about in ethics training are used when performing their jobs.

❑ Ethical issues are discussed with new employees as part of their initial orientation.

Policy

❑ Employees follow a written code of ethics.

❑ Our program's code of ethics is strictly adhered to and serves as more than just window dressing.

❑ Ethical behavior is expected from every employee, even those who work behind the scenes.

Rewards and Penalties

❑ Employees receive positive feedback for making ethical decisions.

❑ A meaningful effort is made to measure and track ethical behaviors.

❑ Employees are rewarded for following ethical standards.

❑ Employees who violate ethical codes are disciplined.

Accountability and Responsibility

❑ Employees are held accountable for their actions.

❑ When unethical acts occur, employees take responsibility for their actions.

❑ Employees at all levels take responsibility for the outcomes of their actions.

❑ Employees insist on accountability if an unethical behavior occurs.

Decision-making

❑ Ethical issues are taken into consideration when decisions are made.

❑ Employees consider ethical issues when making decisions, even during stressful times.

❑ Ethical concerns are discussed in leadership meetings when decisions are being made.

❑ When decisions are made, we talk about whether something is the "right thing to do."

General Ethical Culture

❑ Employees are skilled in recognizing ethical issues.

❑ Success is defined not just by the results, but also the way they are obtained.

❑ Employees continually strive to maintain high ethical standards.

❑ Employees know how to handle ethical issues.

❑ Employees rarely feel pressured to compromise the organization's ethical standards to achieve program objectives.

❑ Our program has a positive ethical culture.