



OSC 10
Ohio Safety Congress & Expo

Ethics for the safety practitioner
104
Doug Suter, Warren Brown, Helmut Paschold

Thursday, April 1, 2010 1 to 2 p.m.



Ethics for the Safety Professional

Trish Ennis, CSP, ARM
ASSE Region II Vice President
February 2, 2007



Ethics Defined

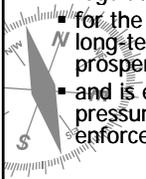
- ▶ Ethics (used with a sing. verb): The study of the general nature of morals and of the specific moral choices to be made by a person; moral philosophy.
- ▶ Ethics (used with a sing. or pl. verb): The rules or standards governing the conduct of a person or the members of a profession: medical ethics.

American Heritage Dictionary



Ethics Defined

- ▶ To itemize, ethics is...
 - a set of behavioral rules,
 - created by human beings, through general consensus,
 - regulating our interactions with one another, for the purpose of mutually increasing overall long-term happiness, well-being, and prosperity,
 - and is enforced, in mild cases, through social pressures and, in severe cases, through legal enforcement.



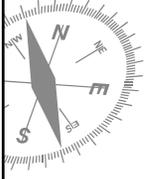
Ethics and Morality

- ▶ Morality – making choices with reasons
- ▶ Ethics – the study of HOW the choices are made
- ▶ Ethics is the study of morality”
- ▶ We often use “ethics” and “morality” interchangeably



“We judge ourselves by what we feel capable of doing, while others judge us by what we have already done.”

— Henry Wadsworth Longfellow



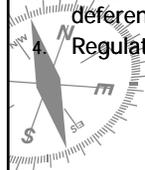
How We Come by Moral Theories

- ▶ Family
- ▶ Religion
- ▶ Culture
- ▶ Experience and reflection
- ▶ Education



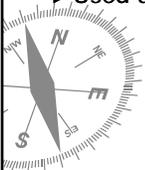
Why the Interest in Professional Ethics?

1. As occupations become more specialized, the ethical issues become more specialized
2. Professional societies have increased efforts to establish ethical codes to guide members
3. Increasing public scrutiny, lack of traditional deference
4. Regulatory oversight, public protection



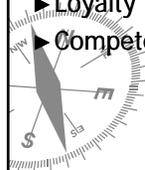
Reasons for Formal Ethical Codes

- ▶ Clarifies values and rules
- ▶ Facilitates group cohesion
- ▶ Instills necessary public confidence
- ▶ Used as framework for discipline



Common Professional Values

- ▶ Integrity
- ▶ Honesty
- ▶ Promise keeping
- ▶ Loyalty
- ▶ Competence
- ▶ Respect for persons
- ▶ Justice
- ▶ Compassion
- ▶ Confidentiality



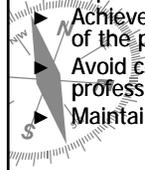
ASSE Code Of Professional Conduct

- ▶ Membership in the American Society of Safety Engineers evokes a duty to serve and protect people, property and the environment.
- ▶ This duty is to be exercised with integrity, honor and dignity.
- ▶ Members are accountable for following the Code of Professional Conduct.



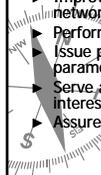
Fundamental Principles

- ▶ Protect people, property and the environment through the application of state-of-the-art knowledge.
- ▶ Serve the public, employees, employers, clients and the Society with fidelity, honesty and impartiality.
- ▶ Achieve and maintain competency in the practice of the profession.
- ▶ Avoid conflicts of interest and compromise of professional conduct.
- ▶ Maintain confidentiality of privileged information.



Fundamental Canons

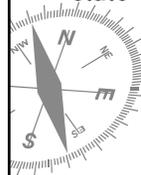
- ▶ In the fulfillment of my duties as a safety professional and as a member of the Society, I shall:
- ▶ Inform the public, employers, employees, clients and appropriate authorities when professional judgment indicates that there is an unacceptable level of risk.
- ▶ Improve knowledge and skills through training, education and networking.
- ▶ Perform professional services only in the area of competence.
- ▶ Issue public statements in a truthful manner, and only within the parameters of authority granted.
- ▶ Serve as an agent and trustee, avoiding any appearance of conflict of interest.
- ▶ Assure equal opportunity to all.



ASSE Code of Professional Conduct

Fundamental Principles:

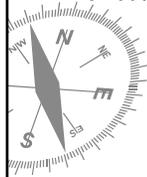
1. Protect people, property and the environment through the application of state-of-the-art knowledge.



ASSE Code of Professional Conduct

Fundamental Principles:

2. Serve the public, employees, employers, clients and the Society with fidelity, honesty and impartiality.



ASSE Code of Professional Conduct

Fundamental Principles:

3. Achieve and maintain competency in the practice of the profession.
4. Avoid conflicts of interest and compromise of professional conduct.
5. Maintain confidentiality of privileged information.



ASSE Code of Professional Conduct

Canons

I shall:

1. Inform the public, employers, employees, clients and appropriate authorities when professional judgment indicates that there is an unacceptable level of risk.

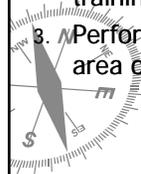


ASSE Code of Professional Conduct

Canons

I shall:

2. Improve knowledge and skills through training, education and networking.
3. Perform professional services only in the area of competence.



ASSE Code of Professional Conduct

Canons

I shall:

4. Issue public statements in a truthful manner, and only within the parameters of authority granted.

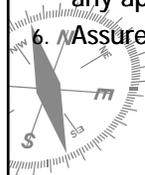


ASSE Code of Professional Conduct

Canons

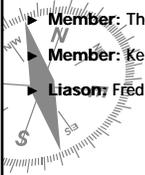
I shall:

5. Serve as an agent and trustee, avoiding any appearance of conflict of interest.
6. Assure equal opportunity to all.



ASSE Professional Conduct Committee

- ▶ **Chairman:** Eddie Greer, CSP, OHST
- ▶ **Member:** Karl A. Jacobson, PE, CSP
- ▶ **Member:** Sam A. Lybarger, CSP, CSHM
- ▶ **Member:** Gene Barfield, CSP
- ▶ **Member:** Thomas W. Lawrence, Jr., CSP, P.E.
- ▶ **Member:** Keith E. Vidal, PE
- ▶ **Liason:** Fred J. Fortman, Jr.



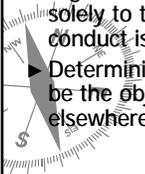
Committee Responsibility

- ▶ The Committee's overall responsibilities include:
 - ▶ Providing a high-level, centralized "hearing review board" for determining if the Society's Code of Professional Conduct has been compromised by a member
 - ▶ Determining if and when the Society's Code of Professional Conduct should be revised and recommending same to the Board of Directors



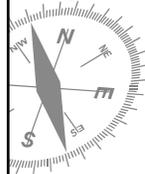
Committee Responsibilities

- ▶ Reporting to the Board of Directors on professional conduct and ethics issues affecting the safety profession and the members of the Society
- ▶ Providing a central resource within the organizational structure of the Society dedicated solely to the addressing of ethics and professional conduct issues
- ▶ Determining when a member of the Society should be the object of punitive actions as defined elsewhere in these procedures



BCSP Code of Ethics

"Certificant's shall, in their professional safety activities, sustain and advance the integrity, honor, and prestige of the safety profession by adherence to these standards."



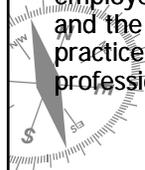
BCSP Code of Ethics -- Standards

1. Hold paramount the safety and health of people, the protection of the environment and protection of property in the performance of professional duties and exercise their obligation to advise employers, clients, employees, the public, and appropriate authorities of danger and unacceptable risks to people, the environment, or property.



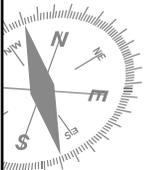
BCSP Code of Ethics -- Standards

2. Be honest, fair, and impartial; act with responsibility and integrity. Adhere to high standards of ethical conduct with balanced care for the interests of the public, employers, clients, employees, colleagues and the profession. Avoid all conduct or practice which is likely to discredit the profession or deceive the public.



BCSP Code of Ethics -- Standards

3. Issue public statements only in an objective and truthful manner and only when founded upon knowledge of the facts and competence in the subject matter.



BCSP Code of Ethics -- Standards

4. Undertake assignments only when qualified by education or experience in the specific technical fields involved. Accept responsibility for their continued professional development by acquiring and maintaining competence through continuing education, experience and professional training.



BCSP Code of Ethics -- Standards

5. Avoid deceptive acts which falsify or misrepresent their academic or professional qualifications. Not misrepresent or exaggerate their degree of responsibility in or for the subject matter of prior assignments.



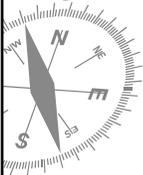
BCSP Code of Ethics -- Standards

5. *Continued ...*
Presentations incident to the solicitation of employment shall not misrepresent pertinent facts concerning employers, employees, associates, or past accomplishments with the intent and purpose of enhancing their qualifications and their work.



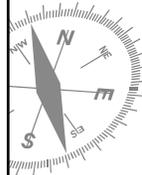
BCSP Code of Ethics -- Standards

6. Conduct their professional relations by the highest standards of integrity and avoid compromise of their professional judgment by conflicts of interest.



BCSP Code of Ethics -- Standards

7. Act in a manner free of bias with regard to religion, ethnicity, gender, age, national origin, disability, marital status, or sexual orientation.



BCSP Code of Ethics -- Standards

8. Seek opportunities to be of constructive service in civic affairs and work for the advancement of the safety, health and well-being of their community and their profession by sharing their knowledge and skills.



Summary

- ▶ Examination of professional ethics is important for the profession as an institution, and for individual professionals
- ▶ Solving problems can sometimes be very difficult
- ▶ Better ethical decision-making can come from education and practice
- ▶ Education is needed to supplement Code of Ethics



Sources

- ▶ Material for this presentation was created using numerous sources:
- ▶ Dr. Peter Strahlendorf
B.Sc., LL.B., LL.M., S.J.D., B.E.S., CRSP – 2004 PDC Presentation
- ▶ John C. Maxwell – “Ethics 101 What Every Leader Needs to Know”
- ▶ Alice Darnell Lattal, Ph.D, Ralph W. Clark, Ph.D – “A Good Days Work”



AMERICAN SOCIETY OF SAFETY ENGINEERS

CODE OF PROFESSIONAL CONDUCT

Membership in the American Society of Safety Engineers evokes a duty to serve and protect people, property and the environment. This duty is to be exercised with integrity, honor and dignity. Members are accountable for following the Code of Professional Conduct.

Fundamental Principles

1. Protect people, property and the environment through the application of state-of-the-art knowledge.
2. Serve the public, employees, employers, clients and the Society with fidelity, honesty and impartiality.
3. Achieve and maintain competency in the practice of the profession.
4. Avoid conflicts of interest and compromise of professional conduct.
5. Maintain confidentiality of privileged information.

Fundamental Canons

In the fulfillment of my duties as a safety professional and as a member of the Society, I shall:

1. Inform the public, employers, employees, clients and appropriate authorities when professional judgment indicates that there is an unacceptable level of risk.
2. Improve knowledge and skills through training, education and networking.
3. Perform professional services only in the area of competence.
4. Issue public statements in a truthful manner, and only within the parameters of authority granted.
5. Serve as an agent and trustee, avoiding any appearance of conflict of interest.
6. Assure equal opportunity to all.

Board of Certified Safety Professionals

CODE OF ETHICS AND PROFESSIONAL CONDUCT



This code sets forth the code of ethics and professional standards to be observed by holders of documents of certification conferred by the Board of Certified Safety Professionals. Certificants shall, in their professional safety activities, sustain and advance the integrity, honor, and prestige of the safety profession by adherence to these standards.

Standards

1. Hold paramount the safety and health of people, the protection of the environment and protection of property in the performance of professional duties and exercise their obligation to advise employers, clients, employees, the public, and appropriate authorities of danger and unacceptable risks to people, the environment, or property.
2. Be honest, fair, and impartial; act with responsibility and integrity. Adhere to high standards of ethical conduct with balanced care for the interests of the public, employers, clients, employees, colleagues and the profession. Avoid all conduct or practice that is likely to discredit the profession or deceive the public.
3. Issue public statements only in an objective and truthful manner and only when founded upon knowledge of the facts and competence in the subject matter.
4. Undertake assignments only when qualified by education or experience in the specific technical fields involved. Accept responsibility for their continued professional development by acquiring and maintaining competence through continuing education, experience and professional training.
5. Avoid deceptive acts that falsify or misrepresent their academic or professional qualifications. Not misrepresent or exaggerate their degree of responsibility in or for the subject matter of prior assignments. Presentations incident to the solicitation of employment shall not misrepresent pertinent facts concerning employers, employees, associates, or past accomplishments with the intent and purpose of enhancing their qualifications and their work.
6. Conduct their professional relations by the highest standards of integrity and avoid compromise of their professional judgment by conflicts of interest.
7. Act in a manner free of bias with regard to religion, ethnicity, gender, age, national origin, sexual orientation, or disability.
8. Seek opportunities to be of constructive service in civic affairs and work for the advancement of the safety, health and well-being of their community and their profession by sharing their knowledge and skills.

BCSP CODE OF ETHICS AND PROFESSIONAL CONDUCT

Interpretation #1—Approved October 28, 2006

Subject: Use of U.S. degrees that are not awarded by accredited schools and use of degrees from schools recognized by U.S. federal or state governments as diploma mills.

Interpretation: Use of degrees from colleges and universities not holding accreditation from a body recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or degrees from colleges and universities identified by the United States government or any U.S. state government as a diploma mill or similar unacceptable institution when used to establish or demonstrate professional qualifications shall be deemed in violation of Standard #5 of the BCSP Code of Ethics and Professional Conduct, which states: Avoid deceptive acts which falsify or misrepresent their academic or professional qualifications. BCSP will rely on information found in these and other reference lists:

<http://ope.ed.gov/accreditation/>

<http://ope.ed.gov/accreditation/search.asp>

<http://www.ed.gov/admins/finaid/accred/index.html>

<http://www.ed.gov/students/prep/college/diplomamills/index.html>

<http://www.chea.org>

<http://www.chea.org/search/default.asp>

<http://www.chea.org/degremills/frmStates.htm>

http://www.michigan.gov/documents/Non-accreditedSchools_78090_7.pdf

<http://www.osac.state.or.us/oda/unaccredited.html>

Effective Date: This interpretation is effective January 1, 2007.

Implementation: Should BCSP receive a complaint after the effective date from anyone regarding an individual holding a certification or status with BCSP that includes suitable evidence of use of a degree defined above, BCSP will act to remove the certification or status from the individual in accordance with Article XIV of the BCSP Bylaws.

Filing a Complaint: The complaint must name the individual holding a certification or other status with BCSP and include supporting evidence. The evidence must show that the individual named in the complaint

- a) uses the unacceptable degree defined above on a business card, in a resume, curriculum vitae, promotional brochure or other document which presents to the public credentials or any such academic degree or in some other way uses the degree; and
- b) the degree named was awarded by an institution included in the definition above or the individual admitted the degree source on their own document.

A complaint that does not provide both elements of evidence is not considered a valid complaint under this interpretation.

BCSP Procedures:

- a) Upon receipt of a valid complaint that includes the required evidence, BCSP will notify the named individual and request that the individual
 - 1) provide evidence that the complaint is not true; and
 - 2) state in writing whether the individual wishes to retain the BCSP certification or status and agrees to discontinue use of the degree. BCSP may require the individual to sign a written agreement to comply with Interpretation #1 and to provide such evidence as may be required from time to time to satisfy BCSP that the individual remains in compliance.
- b) If there is no suitable response within 30 days of BCSP forwarding a copy of the complaint to the individual named in the valid complaint, BCSP may institute disciplinary action in accordance with Article XIV of the BCSP Bylaws.
- c) If BCSP receives a second valid complaint for the same person relating to the same or a different degree falling under Interpretation #1, BCSP may, upon giving notice to the individual, immediately take disciplinary action against the individual as provided in Article XIV of the BCSP Bylaws.

American Board of Industrial Hygiene Code of Ethics

Introduction

The American Board of Industrial Hygiene (ABIH) is a voluntary, non-profit, professional credentialing organization. ABIH certifies qualified industrial hygienists engaged in the practice of industrial hygiene, and who have met the professional knowledge standards established by the Board of Directors. Regardless of any other professional affiliation, the ABIH Code of Ethics (Code) applies to: each individual certified by the ABIH as a Certified Industrial Hygienist (CIH) or a Certified Associate Industrial Hygienist (CAIH) (certificants); and, each individual seeking ABIH certification (candidates). The Code serves as the minimal ethical standards for the professional behavior of ABIH certificants and candidates.

The Code is designed to provide both appropriate ethical practice guidelines and enforceable standards of conduct for all certificants and candidates. The Code also serves as a professional resource for industrial hygienists, as well as for those served by ABIH certificants and candidates.

Preamble/General Guidelines

The ABIH is dedicated to the implementation of appropriate professional standards designed to serve the public, employees, employers, clients and the industrial hygiene profession. First and foremost, ABIH certificants and candidates give priority to health and safety interests related to the protection of people, and act in a manner that promotes integrity and reflects positively on the profession, consistent with accepted moral, ethical and legal standards.

As professionals in the field of industrial hygiene, ABIH certificants and candidates have the obligation to: maintain high standards of integrity and professional conduct; accept responsibility for their actions; continually seek to enhance their professional capabilities; practice with fairness and honesty; and, encourage others to act in a professional manner consistent with the certification standards and responsibilities set forth below.

I. Responsibilities to ABIH, the profession and the public.

- A. Certificant and candidate compliance with all organizational rules, policies and legal requirements.
 - 1. Comply with laws, regulations, policies and ethical standards governing professional practice of industrial hygiene and related activities.
 - 2. Provide accurate and truthful representations concerning all certification and recertification information.
 - 3. Maintain the security of ABIH examination information and materials, including the prevention of unauthorized disclosures of test information.
 - 4. Cooperate with ABIH concerning ethics matters and the collection of information related to an ethics matter.
 - 5. Report apparent violations of the ethics code by certificants and candidates upon a reasonable and clear factual basis.
 - 6. Refrain from public behavior that is clearly in violation of professional, ethical or legal standards.

II. **Responsibilities to clients, employers, employees and the public.**

A. Education, experience, competency and performance of professional services.

1. Deliver competent services with objective and independent professional judgment in decision-making.
2. Recognize the limitations of one's professional ability and provide services only when qualified. The certificant/candidate is responsible for determining the limits of his/her own professional abilities based on education, knowledge, skills, practice experience and other relevant considerations.
3. Make a reasonable effort to provide appropriate professional referrals when unable to provide competent professional assistance.
4. Maintain and respect the confidentiality of sensitive information obtained in the course of professional activities unless: the information is reasonably understood to pertain to unlawful activity; a court or governmental agency lawfully directs the release of the information; the client or the employer expressly authorizes the release of specific information; or, the failure to release such information would likely result in death or serious physical harm to employees and/or the public.
5. Properly use professional credentials, and provide truthful and accurate representations concerning education, experience, competency and the performance of services.
6. Provide truthful and accurate representations to the public in advertising, public statements or representations, and in the preparation of estimates concerning costs, services and expected results.
7. Recognize and respect the intellectual property rights of others and act in an accurate, truthful and complete manner, including activities related to professional work and research.
8. Affix or authorize the use of one's ABIH seal, stamp or signature only when the document is prepared by the certificant/candidate or someone under his/her direction and control.

B. Conflict of interest and appearance of impropriety.

1. Disclose to clients or employers significant circumstances that could be construed as a conflict of interest or an appearance of impropriety.
2. Avoid conduct that could cause a conflict of interest with a client, employer, employee or the public.
3. Assure that a conflict of interest does not compromise legitimate interests of a client, employer, employee or the public and does not influence or interfere with professional judgments.
4. Refrain from offering or accepting significant payments, gifts or other forms of compensation or benefits in order to secure work or that are intended to influence professional judgment.

C. Public health and safety.

1. Follow appropriate health and safety procedures, in the course of performing professional duties, to protect clients, employers, employees and the public from conditions where injury and damage are reasonably foreseeable.

Effective Date: May 25, 2007