



The Line for SH&E Professionals




1

Speaker

- James Boretti, CSP
- President / CEO
- 30 +
- ASSP
 - Incoming President: Hawaii
 - Past-RVP Region 1
 - Code of Conduct Committee (8 + years)
 - Professional Member



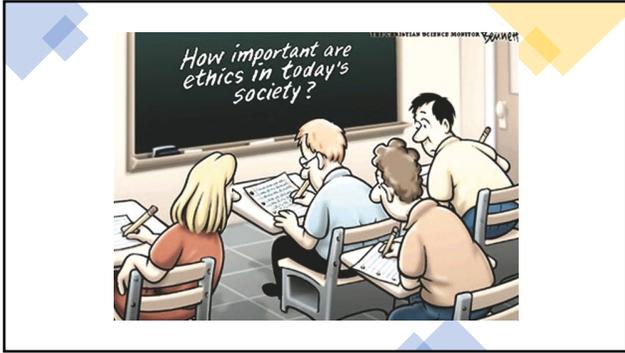
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Agenda

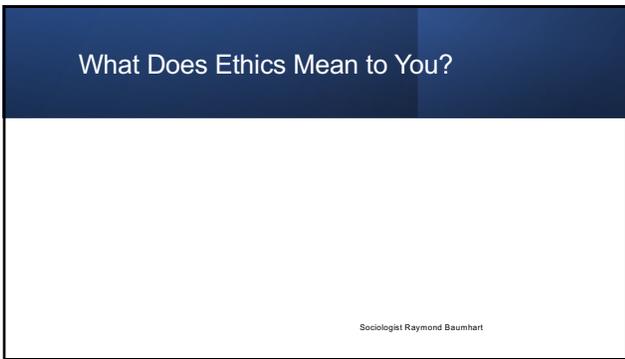
- Introduction
- Define
- Standards
- Dilemma, Conflicts & Pressures
- Managing
- Case Study



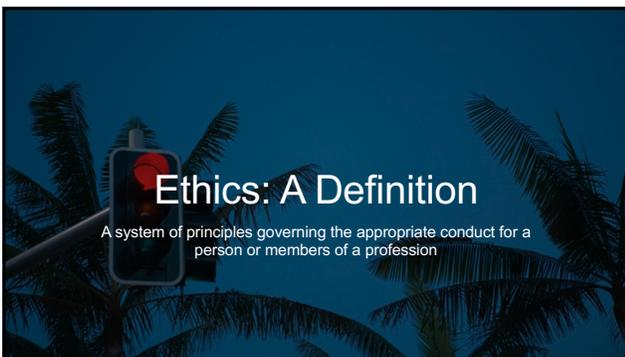
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5



6

Ethics: Two Things



Refers to well-founded standards of right and wrong

Prescribes what humans ought to do

- "Rights," obligations, benefits, fairness, specific virtues



Refers to the study and development of one's ethical standards

Necessary to constantly examine one's standards

- Ensure they are reasonable and well-founded

7

What Ethics Isn't

Sociologist Raymond Baumhart

Feelings	Not a matter of following one's feelings. A person following his or her feelings may recoil from doing what is right. In fact, feelings frequently deviate from what is ethical.
Religion	One should not identify ethics with religion. Ethics applies as much to the behavior of the atheist as to that of the saint. Ethics cannot be confined to religion nor is it the same as religion.
Law	Being ethical is also not the same as following the law. Laws, like feelings, can deviate from what is ethical (example - Apartheid).
Society	Being ethical is not the same as doing "whatever society accepts." An entire society can become ethically corrupt (example - Nazi Germany).

8

Impacts: A Study

94 % "critical" or "important"

82 % paid less and work for a company with ethical business practices

> 1/3rd have left a job

Source: <http://www.bloomingtonjournalofbusinessandethics.com/2012/02/01/ethical-business-practices/>

9

Impacts:
Another Study

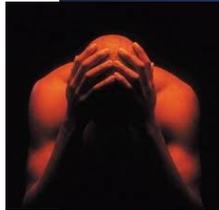


<https://www.gallup.com/poll/191400/young-americans-demand-businesses-solid-moral-compass.aspx>

10

Impact

- To other SH&E Professionals?
- To the SH&E Profession?
- To SH&E in organizations?



11

Ethics

- Manifests itself in:
 - Codes
 - Standards
 - Actions
 - Behaviors

Organizational

Personal



12

Codes for SH&E



13

Ethics in Safety

Are SH&E professionals expected to uphold a "higher degree" of ethical standards / behaviors / practices?



14

Safety Professionals

- What if any of us doesn't live up to our "ethics?"

15

Ethics In Practice

Is This True?

**The Ends
Justify the Means**

16

Ethics Dilemma

Pressure Conflict

17

Ethics: the Challenge

Conflict & Pressure

Personal interests
Benefit from actions
I.e., status

Organizational interests
Benefit from influence
I.e., financial, reputational

Compromise or bias
judgement and objectivity

Involves the abuse – actual,
apparent, or potential – of trust
in people and organizations

18

Have you

Ever contacted a regulatory authority
To address something your employer / client won't?
Should you?

Potential Conflict and Pressure



19

Process for Analyzing

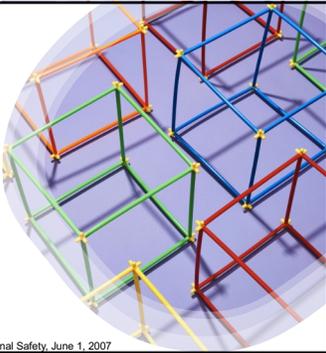
- Is the person subject to conflict-of-interest codes?
 - Covered by virtue of position or role
- Is there financial interest or other benefit?
- Does the benefit flow to a conflicted party?

Honest
Fair
Impartial

20

Ethics in Safety

- Suggests:
 - Safety program can be the starting point for building an ethical organization
- Safe workplace lays the foundation
 - Organizational excellence
 - Integrity in strategic, financial and operational performance



Source: Thomas Krause, Ph.D., *The Ethics of Safety*, Professional Safety, June 1, 2007

21

Ethics in Safety: Principles

- Value for Human Life –
Belief preservation and protection supersedes other goods
- Integrity –
Commitment to telling the truth and keeping promises (results in) worker loyalty and commitment
- Justice –
Strong sense of fair dealing establishes trust
- The Good of the Many –
Excellence stems from concern for achievement of common good
- Excellence –
Belief whatever degree of safety or integrity achieved, always the opportunity to improve

Source: Thomas Krause, Ph.D., *The Ethics of Safety*, Professional Safety, June 1, 2007

22

Principle Driven Culture

- Procedural Justice
If leaders make decisions in fair ways, workers follow without fear
- Open & Candid Upward Communications
Supervisors / leaders respond well from within the organization – even to bad news – ethical issues likely to surface before becoming a crisis
- Inclination of Workers to Approach Peers on Sensitive Issues
Leader fosters culture: acceptable / expected employees approach each other issues surrounding safety, ethics and other critical areas

Source: Thomas Krause, Ph.D., *The Ethics of Safety*, Professional Safety, June 1, 2007

23

Principle Driven Culture

- Perceived Organizational Support for Espoused Values
Employees see leaders demonstrate commitment to stated values, more likely to respond in kind
- Management Credibility
Employees who see managers as credible more likely to take personal responsibility for performance and support new initiatives

Source: Thomas Krause, Ph.D., *The Ethics of Safety*, Professional Safety, June 1, 2007

24

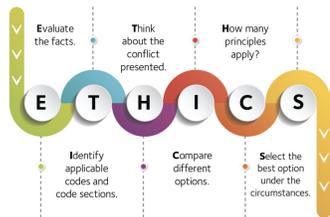
Principle Driven Culture

- Do you, as an SH&E Professional
• Play a role?



25

Wrap-Up



DORETTI, INC.

26

Open to Questions



27



28
