

**Professional Ethics for the IH**

---

AIHA FLORIDA LOCAL SECTION 5/2009

**INSTRUCTOR:**  
THEA DUNMIRE, JD, CIH, CSP  
ENLAR COMPLIANCE SERVICES, INC.

---

---

---

---

---

---

---

---

**Course Introduction**

**Topics covered:**

- Introduction to "Ethics" & Codes of Ethics
- IH Code of Ethics Principles -
  - Competency & Truthfulness
  - Conflict of Interest & Confidentiality
  - Responsibility to the Profession & the Public

---

---

---

---

---

---

---

---

**Course "Disclaimers"**

---

---

---

---

---

---

---

---

**Course Objectives**

---

- Discuss the development of professional codes of ethics
- Discuss the use of the “Kidder process” in making ethical decisions
- Discuss the specific ethical standards set out in the ABIH code of ethics
- Provide an opportunity for the discussion of ethical dilemmas using scenarios and case studies

---

---

---

---

---

---

---

---

Professional Ethics for the IH  
Section 1

---

**WHAT IS ETHICS?**

---

---

---

---

---

---

---

---

**Section 1: Topics Covered**

---

- What is “Ethics”?
- The Development of Professional “Codes of Ethics”
- Rules of Professional Conduct – Ethics or Law?

---

---

---

---

---

---

---

---



**Ethics / Law / Religion**

---

- Ethics – a branch of philosophy concerned with questions of morality
- Law – systems or rules usually enforced through a set of institutions
- Religion – an organized approach to human spirituality which usually encompasses a set of narratives, symbols & practices

Adapted from wikipedia.org

---

---

---

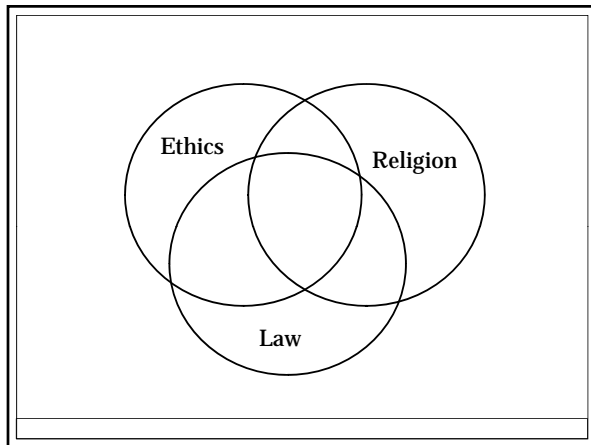
---

---

---

---

---



---

---

---

---

---

---

---

---

**Making Ethical Decisions**

- Being "ethical" is typically linked to making ethical decisions

Ethics is easy -  
if you never have to decide.

- Two types of ethical decisions –
  - Right vs. Wrong
  - Right vs. Right

---

---

---

---

---

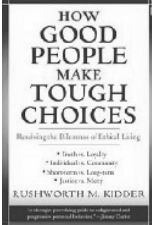
---

---

---

**Guide to Making Choices**

---



*How Good People Make Tough Choices*  
by Rushworth Kidder

Guidelines for resolving right vs. right ethical dilemmas including a number of safety-related examples.

---

---

---

---

---

---

---

---

**Step 1: Define & Describe the Situation**

---

- **Identify and describe the situation**
  - Who is responsible for the ethical decision
  - Gather the relevant facts
  - State the Dilemma

---

---

---

---

---

---

---

---

**Step 2: ID the Ethical Dilemma “Paradigm”**

---

Truth vs. Loyalty	Individual vs. Community
Short-term vs. Long-term	Justice vs. Mercy

---

---

---

---

---

---

---

---

**Step 3: Apply Resolution Principles**



- Ends-Based Thinking – What is the greatest good for the greatest number of people?
- Rules-Based Thinking – “Do your Duty” / Conform to Principles
- Care-Based Thinking – follow the Golden Rule

---

---

---

---

---

---

---

---

**Step 4: Attempt to Identify Alternatives**



- Is there any creative solution or compromise position?

---

---

---

---

---

---

---

---

**Step 4: Act on the Decision**



- Once the analysis is done, a decision needs to be made and acted on – need to appreciate that “not deciding” is often a decision.

---

---

---

---

---

---

---

---

**Codes of Ethics**

Rules for professionals are often set out in a Code of Ethics.

---

---

---

---

---

---

---

---

**Codes of Ethics**

- **Functions of a Professional “Code of Ethics”**
  - Collective recognition of professional responsibilities
  - Create an environment where ethical behavior is the norm
  - Serve as a guide in specific situations
  - Creation of code help in developing professional identify
  - Educational tool
  - Indicate to others outside the profession that the profession is concerned with responsible conduct

Adapted from <http://ethics.iit.edu/codes/Introduction.html>

---

---

---

---

---

---

---

---

**Codes of Ethics**

- **Professional “Codes of Ethics” have been developed by a broad range of organizations**
  - Reference - <http://ethics.iit.edu/index.html> for a listing and access to over 850 code of ethics (conduct) for a variety of different types of organizations
- **AIHA, ASSE, ABIH all have written codes of ethics or codes of conduct (as do most “professions” and professional associations)**

---

---

---

---

---

---

---

---

**Codes of Ethics**

---

- **Reasons Professionals Should Support a Code of Ethics**
  1. Protect others from injury
  2. Make it easier to resist pressure to produce “substandard” work
  3. Helps create a profession that its members can be proud of (rather than ashamed of)
  4. Protects members of the profession from certain types of competition

Adapted from <http://ethics.itt.edu/codes/Introduction.html>

---

---

---

---

---

---

---

---

**Codes of Ethics Enforcement**

---

- **In General**
  - Professional “shunning” - Kick you out of the association and/or profession
  - Basis for legal liability
- **ABIH Enforcement of its Code of Ethics**
  - Process and Form on ABIH website – [www.abih.org](http://www.abih.org)
  - Code of Ethics includes a requirement that CIHs “report apparent violations of the ethics code...”

American Board of Industrial Hygiene Code of Ethics

---

---

---

---

---

---

---

---

**Impact of Rules of “Professional Conduct”**

---

- **Balancing a variety of interests**

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.

---

---

---

---

---

---

---

---

**Impact of Rules of “Professional Conduct”**

---

- **Ethics vs. Legal Requirements**
  - Conflicts between ethical and legal obligations are possible
  - Conflicts between “professional” codes of ethics
  - Ethics requirements can create legal liability

---

---

---

---

---

---

---

---

---

---

**Truth vs. Loyalty**

---

- **Common Ethical Dilemma**
  - **Truth (Disclosure) vs. Loyalty (Confidentiality)**

ASSE CoPS Technical Report Addressing  
 Identification of Risks and Other Issues Sarbanes-Oxley Act of 2002  
[www.asse.org](http://www.asse.org)

5. Ensure that SH&E audits are independent and that the results are reported and acted upon. Those ESHH practitioners who author/sign those audit reports and who fail to follow-up on the recommended actions may be subject to sanctions such as listed under the new law. The point has been made that they now have a duty that goes beyond just informing management.

---

---

---

---

---

---

---

---

---

---

**Exercise #1**

---

**DISCLOSURE VS.  
 CONFIDENTIALITY**

---

---

---

---

---

---

---

---

---

---