

Ethics and Misconduct

Michaël McCorkell – N01500049

Humber Polytechnic

ENGI 3500: Engineering Law, Ethics & Professional Practice

PhD. Leila Kheradpir

February 14, 2025

Introduction

Professional conduct and ethical integrity are the cornerstone of engineering practice. To ensure safety, equity, and professionalism, engineers must adhere to the highest ethical standards. Engineers must adhere to ethical standards in all aspects of their work since the engineering profession is built on trust and accountability. Individual careers, as well as public safety and welfare, may be jeopardized if the profession's reputation suffers because of a lack of a strong ethical foundation. This essay explores the ethical and professional misconduct issues raised by the Muneer and Craig case considering Ontario Regulation 941 and other sections of the Professional Engineers Act. Craig's unethical conduct, Muneer's possible replies, and the moral difficulties surrounding Muneer's part-time employment with SPECTRUM will all be discussed during the chat. It is hard to overstate the importance of ethics in professional engineering since following these standards preserves public safety and well-being, fosters trust, and fosters workplace harmony. Engineers must be ethically accountable in their leadership, communication, and decision-making, in addition to possessing technical knowledge. To successfully navigate challenging situations in the workplace, ethical difficulties need a thorough examination of both professional obligations and personal values.

Ethical Responsibilities and Professional Misconduct

Section 77 of Ontario Regulation 941, which mandates fairness, honesty, and respect in professional dealings, outlines the ethical responsibilities that engineers in Ontario must fulfill. Important ethical obligations include:

Duty to Act with Integrity: Engineers have a professional responsibility to act honorably and truthfully (77.1.iv).

Respect for Colleagues and the Public: Engineers should follow professional etiquette and avoid any actions that may harm their colleagues' or the profession's reputation (77.7.i).

Preventing Discrimination and Harassment: The Code of Ethics prohibits discrimination based on race, religion, or any other characteristic.

Accountability in Professional Conduct: To maintain compliance with ethical and professional standards, engineers must assume responsibility for their decisions and conduct.

Craig's behavior constitutes professional misconduct under Section 72, which defines misconduct as:

Negligence: Craig's conduct does not meet the standards of a reasonable and careful practitioner.

Failure to Act with Courtesy and Good Faith: Craig engages in dishonest or unprofessional behavior (72.2.j).

Harassment is defined as making vexatious statements or engaging in unpleasant behavior (72.1).

Failure to Address Concerns: By dismissing Muneer's efforts to halt the conduct, Craig further breaches ethical norms, contributing to a poisonous workplace atmosphere.

By making disparaging remarks and ignoring Muneer's worries, Craig breaks these essential standards.

Furthermore, as Davis (2003) notes, engineering ethics is philosophically relevant since it addresses moral responsibilities in professional circumstances. Engineering ethical quandaries are frequently caused by a lack of clarity between professional norms and moral obligations.

Craig's Conduct and Ontario Regulation 941

Ontario Regulation 941 clearly prohibits unethical action that endangers professional integrity. Craig's behavior violates many regulations, including

Section 77.3 requires engineers to be fair and respectful to their colleagues and clients. Craig's continued derogatory remarks and dismissive attitude toward Muneer's worries breach this fundamental commitment.

Section 72(2)(j): Engineers are not permitted to engage in disgraceful, dishonorable, or unprofessional conduct. Craig's behavior is consistent with this criterion, as his activities foster a hostile work atmosphere and undercut professional ethics.

Clause 72(2)(h): This clause forbids conduct that harm the reputation of the engineering profession. Craig's prejudiced remarks and dismissive attitude toward real concerns undermine public faith in the profession and reflect poorly on engineering leadership.

Section 72(2)(c): Engineers are required to address or report any problems that harm public welfare. Craig fails to fulfill his responsibilities by deterring Muneer from expressing ethical issues.

Section 72(2)(b) requires engineers to protect the health, life, and property of those affected by their work.

Craig's inability to address Muneer's ethical concerns may raise broader questions about workplace safety and responsibility.

Craig's plea for Muneer to "lighten up" rather than address legitimate concerns displays a lack of leadership and professional accountability. According to Davis (2003), engineering ethics should be viewed as unique professional norms rather than just an extension of universal morality. Craig's actions are a clear violation of these professional standards, highlighting the need for stricter ethical enforcement in engineering settings.

Muneer's Possible Actions Regarding Craig's Misconduct

Muneer has numerous alternatives for addressing Craig's wrongdoing in accordance with professional regulations:

1. **Internal Reporting:** Muneer may report Craig's actions to INNOVATE's HR or ethical committee. Many firms have anti-discrimination rules in place to safeguard their employees from workplace harassment.
2. Muneer can make a formal complaint with Professional Engineers Ontario (PEO), a regulatory body that oversees engineering activity. Given Craig's infractions, an inquiry may result in disciplinary action.
3. **Legal Action:** If harassment continues, Muneer may pursue legal action under Ontario's workplace discrimination legislation.
4. **Seek Mentorship and Support:** Consult with trustworthy colleagues or industry mentors for appropriate scenario management.
5. **Exposing Unethical Behavior:** Under Section 77.8 of the Code of Ethics, engineers are obligated to disclose dishonest or unethical behavior by other practitioners.
6. **Mental and Emotional Support:** Participating in workplace wellness programs or seeking professional therapy might assist Muneer cope with the stress created by Craig's wrongdoing.

Muneer takes these procedures to maintain ethical accountability while still safeguarding his professional career.

Requirements for Part-Time Employment with SPECTRUM

Before taking part-time employment with SPECTRUM, Muneer must guarantee compliance with ethical and legal standards:

1. According to Section 77.4 of Ontario Regulation 941, engineers must declare any possible conflicts of interest to their employer.
 2. Employer Approval: INNOVATE may have regulations that limit external employment. Muneer should evaluate his contract and ask authorization if needed.
 3. Non-Compete and Confidentiality Agreements: If Muneer has signed agreements with INNOVATE, he must guarantee that working for SPECTRUM does not violate these responsibilities.
 4. Professional Responsibility: Muneer's employment at SPECTRUM requires him to act ethically and not misuse private information from INNOVATE.
 5. Client Transparency: If Muneer takes on engineering work outside of his principal company, he must notify his clients about his situation and ensure that it does not interfere with his obligation to INNOVATE (77.5).
 6. Compliance with Industry Standards: Ensuring that Muneer's part-time employment complies with all applicable engineering legislation and industry standards will help him preserve professional integrity.
- Muneer can safely shift into part-time job by following these rules, which do not violate professional or legal requirements.

Conclusion

The Muneer and Craig case shows key ethical and legal issues in engineering practice. Craig's actions constitute professional misconduct under Ontario Regulation 941 and require intervention to maintain ethical and professional standards in the workplace. His actions not only contravene professional ethics, but they also contribute to a toxic work atmosphere, which can reduce productivity and faith in engineering leadership. Muneer has numerous options for addressing the matter, including internal complaints through human resources, regulatory action through Professional Engineers Ontario (PEO), and legal action if necessary. These methods enhance ethical accountability and contribute to a fair workplace. Furthermore,

Muneer must carefully manage his part-time position with SPECTRUM in order to minimize conflicts of interest, ensure openness, and meet professional requirements. Ethical compliance in engineering protects individual careers while also strengthening the profession's credibility. By adhering to ethical norms, engineers contribute to a culture of honesty and responsibility, ensuring that the profession remains a trusted pillar of society. The lessons from Muneer and Craig's case serve as a reminder that ethical awareness and proactive decision-making are critical for cultivating a fair and respected engineering profession.

References

- Davis, M. (2003). What's philosophically interesting about engineering ethics? *Science and Engineering Ethics*, 9(3), 353-61. Retrieved from <https://doi.org/10.1007/s11948-003-0032-y>
- E-laws needs JavaScript to function properly and provide you with a fast, s. e. (n.d.). e-Laws. Retrieved from <https://www.ontario.ca/laws/regulation/900941>
- Schauer, A. M., Liu, J., Saldaña, C., & Fu, K. (2025). Internal and external influences on role stereotype adherence and gender dynamics on engineering design teams. 12(1), 3. Retrieved from <https://doi.org/10.1186/s40594-025-00528-4>
- Steel, E. W. (1928). Work of Engineers in the City Manager Plan. *The Military Engineer*, 20(113), 398–399. Retrieved from <http://www.jstor.org/stable/44576592>
- The Organized Reserves. (1927). *The Military Engineer*, 19(104), 174–178. Retrieved from <http://www.jstor.org/stable/44572761>