

Profession – a trade, a business, or an occupation of which one professes to have extensive knowledge acquired through long experience and formal education and the autonomy of and responsibility to make independent decisions in carrying out the duties of the profession.

- a calling requiring specialized knowledge and often long intensive academic preparation.
- a principal calling, vocation, or employment.
- the whole body of persons engaged in a calling.

FOUR THEMES

1. Evolution of professions
2. the making of an ethical professional
3. the professional decision-making process,
4. Professionalism and ethical responsibilities

ORIGINS OF PROFESSIONS

- A commitment formally professed by a person to become a member of a religious order, and a professional was the person who has professed the commitment.
- A commitment to “learned pursuits (divinity law, medicine and the military) being an authority on a body of knowledge, belonging to an occupation, being skilled or being a fractioned, not an amateur.”

TWO CATEGORIES OF PROFESSION

1. **Learned Professions** – required individuals with a deep knowledge of the profession acquired through years of formal education.
2. **Common Professions** – which required the individuals to be nobleman who in theory did not really need to work for any living.

REQUIREMENTS OF A PROFESSIONAL

1. A set of highly developed skills and deep knowledge of the domain.
2. Autonomy
3. Observance of a code of conduct

Code Governing Human Actions

- Professional code
- Personal code
- Institutional code
- Community code

PILLARS OF PROFESSIONALISM

1. Commitment
2. Integrity
3. Responsibility
4. Accountability

CHARACTERISTICS OF COMMITMENT

Characteristics of commitment

1. The person making the commitment must do so willingly without pressure.
2. The person responsible must try to meet the commitment, even if help is needed.
3. There must be agreement on what is to be done, by whom, and when.
4. The commitment must be openly and publicly stated.
5. The commitment must not be made easily.
6. Prior to the committed date, if it is clear, it cannot be met, advance notice must be given, and a new commitment negotiated.

MAXIMS OF INTEGRITY

1. Vision
2. Love
3. Commitment

TYPES OF RESPONSIBILITY

1. Personal
2. Communal
3. Parental
4. Professional
5. Professional as a provider
6. Service Responsibilities
7. Product Responsibilities
8. Consequential Responsibilities

3 KEY ELEMENTS OF ACCOUNTABILITY

1. Outcome measures that reliably and objectively evaluate performance
2. Performance standars defined in terms of these outcome measures.
3. Incentives for meeting the standards and/or penalties for failing to meet them.

Licensing – grants individuals formal or legal permission to practice their profession.

PROFESSIONAL CODE OF COUNDUCT – purpose is to promote the public image of the profession by specifying and enforcing the ethical behavior expected from its members.

Moral and legal standards	• Assessment
Professional–client relationship	• Compliance
Client advocacy	• Competence
Professional–public relationships	• Certified professional
Sanction mechanics	credentials for those professions
Confidentiality	that use certification

In order for professional codes of conduct to be effective, a profession must institute a system of enforcement, reporting, hearing procedures, sanctions, and appeals.

2 Main Reporting Procedures

1. Typical organizational route in which a complaint is reported first to the local chapters if it exists. The complaint then makes its way to the top, usually to the national ethics committee.
2. Short-circuit procedure in which reporting can be done at any level, and then from there a complaint is forwarded all the way to the top.

HEARING PROCEDURES

SANCTIONS

APPEALS

PROFESSIONAL DECISION-MAKING ETHICS

1. Professional Dilemma in Decision Making
2. Advances in Technology
3. Incomplete or Misleading Information
4. Guilt and Making Ethical Decision

GUILT AND MAKING ETHICAL DECISIONS

- **Utilitarian Criterion** – where decisions are made solely on the basis of their intended outcomes or consequences.
- **Rights Criterion** – where decisions are made based on the set of liberties the society enforces such as the Magna Carta
- **Justice Criterion** – which reflect justice. Decision are made so that they are fair, impartial, and equitable to all.

Whistle blowing – gives the impression of an act of seeking public attention.

– meant to alert and call the public to be witnesses to illegal acts that may be hazardous to their health and well-being or to waste of public resources.

METHOS OF WHISTLE BLOWING

1. Computer Aided Methods
2. Traditional Methods

Harassment and discrimination are both evil acts that challenge not only the conscious of an individual doing the acts, but also, they create a situation that brings discomfort and inferiority to the targeted individual. It is, however, unfortunate that most individuals perpetuating the acts of discrimination and harassment lack the moral conviction and conscience.