


Collaborative Bachelor's Degree Program of Fire Protection and Safety Engineering Technology
between Southwest Jiaotong University and Oklahoma State University, U.S.A.




FPST 3013
Safety Management


Ethics and the Safety Professional

Watch the "Enron Scandal" video in Canvas

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Is money the root of all evil?


"Unlimited power is apt to corrupt the minds of those
who possess it."
*William Pitt the Elder,
Earl of Chatham and British Prime Minister,
1770*

"Power tends to corrupt, and absolute power
corrupts absolutely. Great men are almost always
bad men."
John Emerich Edward Dalberg Acton, first Baron Acton 1887

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Ethics



- Applied to business, the concept of ethics means:
 - "...written and unwritten codes of principles and values that govern decisions and actions within a company."
 - A definition for business ethics boils down to knowing the difference between right & wrong and choosing what is right.

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Ethical Issues



- What is ethics?
 - Doing the right thing?
 - What's the right thing?
 - OSHA compliance?
- Part of the "plant conscience"

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Ethics and Morals

	Ethics	Morals
What are they?	The rules of conduct recognized in respect to a particular class of human actions or a particular group or culture.	Principles or habits with respect to right or wrong conduct. While morals also prescribe dos and don'ts, morality is ultimately a personal compass of right and wrong.
Where do they come from?	Social system - External	Individual - Internal
Why we do it?	Because society says it is the right thing to do.	Because we believe in something being right or wrong.
Flexibility	Ethics are dependent on others for definition. They tend to be consistent within a certain context, but can vary between contexts.	Usually consistent, although can change if an individual's beliefs change.
The "Gray"	A person strictly following Ethical Principles may not have any Morals at all. Likewise, one could violate Ethical Principles within a given system of rules in order to maintain Moral integrity.	A Moral Person although perhaps bound by a higher covenant, may choose to follow a code of ethics as it would apply to a system. "Make it fit"
Origin	Greek word "ethos" meaning "character"	Latin word "mos" meaning "custom"
Acceptability	Ethics are governed by professional and legal guidelines within a particular time and place	Morality transcends cultural norms

https://www.diften.com/difference/Ethics_vs_Morals

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Ethics Defined

- Ethics can be defined as:
 - Application of morality within a context established by cultural and professional values, social norms, and accepted standards of behavior
- Ethical behavior is that which falls within the limits prescribed by morality

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Ethics Defined


- Ethical questions are rarely black and white, but typically fall into a gray area between the extremes of right and wrong
- Personal experience, self-interest, point of view, and external pressure often cloud this gray area further

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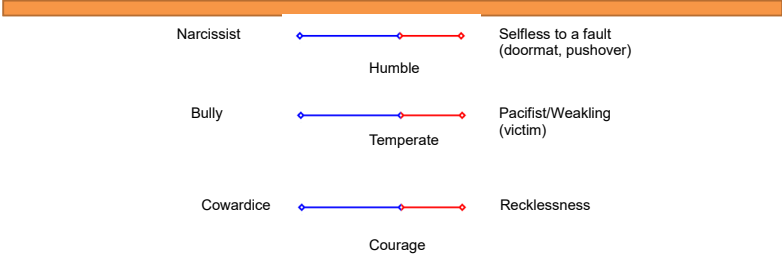
Golden Mean

- From Aristotle's Nicomachean ethics:
 - Edumonia (happiness)
 - Flourishing
 - The human Good
- "The Good of man is the active exercise of his soul's faculties in conformity with excellence or virtue, or if there be several human excellences or virtues, in conformity with the best and most perfect among them. Moreover, to be happy takes a complete lifetime; for one swallow does not make a spring." Aristotle (1.7.1098a)*
- Ethics and morality form a continuum between vice, virtue, and counter vice
- Virtue is found in the middle (Mean), though it typically lies somewhat off center (as in the golden proportion)
- Also found in the writings of Confucius as well as Wasat in Islam

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The Golden Mean





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Business Ethics




- "...written and unwritten codes of principles and values that govern decisions and actions within a company." (lumenlearning.com)
- A definition for business ethics boils down to knowing the difference between right & wrong and choosing what is right.

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Legal ≠ Ethical




- What is permissible under law may not be morally permissible
 - e.g. slavery and lack of women's suffrage were at one time legal
- Presently, it is legal to be in debt beyond your means, know you are going to file for bankruptcy protection, but max out your remaining credit cards on a vacation in Barbados
- This is a moral decision that violates the ethics of Justice
 - Rooted in respect to the legal system

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Situational Ethics & Morality



- Is it ever permissible to tell a lie?
 - The ethics of justice lead to the conclusion that lying is an immoral act because it is used to deceive someone who has a right to know
- Is it ever permissible to tell an untruth?
- Situational. When another ethic is at jeopardy e.g. Life
 - If the you are hiding Anne Frank in your home and the SS are at the front door asking if you are hiding Jews. Telling the truth would forfeit their lives (Ethic) and the SS do not have a right to that information
 - Classified information works under a similar concept
 - White lies, when someone cooks you dinner and it isn't any good, would you interfere with their pursuit of happiness by telling them it's bad?
 - *Les Misérables*. Jean Valjean is sentenced to 15 years in the galleys for stealing bread for his starving sister and her baby

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The ethical decision



- A four-question test to determine if a given decision is ethical:
 - Is the decision truthful?
 - Is the decision fair to all stakeholders?
 - Will the decision generate goodwill for my organization?
 - Is the decision beneficial to all stakeholders?

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Basis for Law continued



- These influences can still be felt today, while other have faded away
 - Who did Robin Hood steal from?
 - The knee-jerk answer is "the rich" reflecting on the value of equality
 - However, he really stole from government who was oppressively taxing the people

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Ethical Approaches



- Best Ratio Approach
 - *people are basically good, but can be driven to unethical behavior*
- Situational Ethics
 - *hard decisions must be made, do the most good for the most people*
 - a.k.a. "The lesser of two evils"
- Black and White approach
 - *Right is right, wrong is wrong*
- Full Potential approach
 - *make decisions based on how the outcomes affect the ability of those involved to achieve their full potential*

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Guidelines for Determining Ethical Behavior



- The morning-after test
 - *How will I feel about this in the morning?*
- Front page test
 - *How would this feel if it were on the front page?*
- Mirror test
 - *Can I look at myself in the mirror and feel right?*
- Role Reversal test
 - *Look at the situation through the other persons eyes*
- Instinct/Gut test
 - *If it feels wrong or you feel you have to hide it, it probably is*
- The Mother test
 - *How would your Mom (or Dad) feel about this decision?*

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Ethical Concerns for Businesses



- Hiring & Promotion Practices
- Diversity & Inclusion
- Regulatory Compliance
- Financial Practices
 - Accounting
 - Purchasing
- Shareholder Practices
- Health & Safety

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Whistle-Blowing



- Whistle-blowing is the act of informing an outside authority or the media of alleged illegal or unethical acts on the part of an organization or individual

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Unfortunately, whistleblowing may come with a price...



- Whistleblowers are generally disliked
 - "Don't tell" mentality
 - Shunned/Outcasts
 - Labeled a "Tattle-tale"
 - Retribution
 - Damaged relationships
 - Scapegoat
 - Litigation

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Ethics and Personal Character




- What is character?
- The truth of an individual's character is expressed in the decisions of their actions
- By their deeds you will know them...
- Decisions and consequences
 - "You make the decisions, you live with the results"

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NEARLY ALL MEN CAN
STAND ADVERSITY,
BUT IF YOU WANT TO TEST
A MAN'S CHARACTER,
GIVE HIM POWER.


--- ABRAHAM LINCOLN ---




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"Men resemble Gods in nothing so much as doing good
for their fellow man."
~Cicero



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BCSP Code of Ethics

Located in Canvas

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Ethics Question 1



- You are the Safety Manager at Cowboy Manufacturing Plant. You are notified of an employee report of injury that is suspected to be fraudulent. The employee received medical treatment, which would make the injury OSHA recordable, but you cannot prove that the employee is lying. The company is very close to making its yearly safety goal for injuries and illnesses and if this injury is recorded, it will blow the goal. If the plant makes the goal, everyone will receive a sizeable bonus.

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Ethics Question 2



- You have a good friend who is a contractor trying to bid on a project at your refinery. His company's incident rate is too high to permit him to submit a proposal based on your current procedures. You are the Safety Director and have the ability to bypass the procedural requirements. He is pressuring you to submit a waiver on his behalf and promises that his company is very safe. If he does not get the contract, his business will suffer and he will have to release half of his workers.

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Ethics Question 3



- You are the DOT coordinator for the Heavy Haul group. One of the drivers tells you that he went to Colorado on vacation six weeks ago and smoked marijuana. DOT regulations and company policy prohibit the use of marijuana for large equipment operators but he smoked the marijuana in a state where it was legal. What would you do

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Ethics Question 4



- A foreman in your plant has not conducted a safety meeting or required safety training all year long. Now in December, he wants to hold a marathon safety training session to cover all of the required topics and backdate all of the safety meeting reports so that he will complete his performance objectives. He offers to take you hunting with him at his exclusive lease this weekend if you do it.

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Ethics Question 5



- Your corporation has a policy that all Lost Time accidents must be reported by phone to the Vice President of Operations within 4 hours of the accident occurring. Your plant manager is on the hot seat for production, quality and safety issues and is afraid that he will get fired if the plant has any more accidents. He wants you to not report a Lost Time accident that occurred this morning. He wants to hold it until after the monthly production numbers are reported.

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Ethics Question 6



- You are the EHS Director of your company. Your Safety department is going to have a manager position opening soon. One of your Senior Safety Engineers has invited you to his Lakehouse in the mountains for a weekend of fun. You know he is planning on applying for the job.

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Ethics Question 7



- You are on a hiring committee for a new safety position, the best man from your wedding has applied. He's a good guy, but maybe not as dedicated a worker as you would like to see hired.

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Ethics Question 8



- You have been working on a team to develop a safety training program for supervisors. You were supposed to write one section of the training in preparation for the next meeting. You haven't done it. You ask a coworker to help you and she gives you some training that she developed at her last job. It is fantastic! So you take the material, make a few changes and then submit it. The Vice President of EHS, after reviewing it, recognizes you in front of the entire organization for the great work that you have done.

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EHS Professional's Role



- Book
 - Save lives
 - Prevent harm
 - Maintain productivity
 - Encourage retention of workers
 - Make the people feel like they work in a safe place
- The above is the **icing on the cake**
- Here's the cake:
 - Observe
 - Educate
 - Empower
 - Influence
 - Make 'em Feel safe
- "Seek first to understand, then be understood."
- Safety glasses example

Stephen Covey

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"Selling" Safety



- Public Trust
 - Reputation
 - Perception is reality
- Cost reduction
 - Cost "avoidance"
 - Total impact never actually seen
 - Observe
- Worker retention
 - Employees "feel" safe
 - They feel they are part of something bigger...that they matter.
 - Educate and Influence
- Increased productivity
 - Empower employees to be part of the solution