

What is Ethical Behavior?

Kadin Buckton

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What is Ethical Behavior?

Ethics

- Code of moral principles.
- Set standards in good and bad and right and wrong.

Ethical Behavior

- What is accepted as good and right in context of the governing moral

Law, Values, and Ethical Behavior

- Ethical behavior should also be legal in a fair and just society
- Legal behavior is not necessarily ethical behavior
- Personal values help determine individual ethical behavior

How companies can respect core or universal values

Respect for human dignity

- Create culture that values employees, customers, and suppliers
- Keep a safe workplace
- Produce safe products and services

Respect for basic rights

- Protect rights of employees, customers, and communities
- Avoid anything that threatens safety, health, education and living standards

Be good citizens

- Support social institutions, including economic and educational systems
- Work with local government and institutions to protect environment

How do ethical dilemmas complicate the workplace?

- An ethical dilemma occurs when choices offer potential for personal and/or organizational benefit but may be considered unethical.
- Ethical dilemmas include
 - Discrimination
 - Sexual harassment
 - Conflicts of interest
 - Customer confidence
 - Organizational resources
- Unethical behavior can be rationalized by convincing yourself that
 - Behavior is not really illegal
 - Behavior is really in everyone's best interests
 - Nobody will ever find out
 - The organization will "protect" you
- Factors influencing ethical behavior include
 - The person
 - * Family influences, religious values, personal standards, and personal needs
 - The organization

- * Supervisory behavior, policy statements and written rules, and peer group norms and behavior
- The environment
 - * Government laws and regulations, societal norms and values, and competition climate in an industry