

ETHICS EVALUATION

What is Ethics?

The internet provides many definitions . . .

eth-ics *-plural noun*

1. (used with a singular or plural verb) a system of moral principles: *the ethics of a culture.*
2. the rules of conduct recognized in respect to a particular class of human actions or a particular group, culture, etc.: *medical ethics; Christian ethics.*
3. moral principles, as of an individual: *His ethics forbade betrayal of a confidence.*
4. (usually used with a singular verb) that branch of philosophy dealing with values relating to human conduct, with respect to the rightness and wrongness of certain actions and to the goodness and badness of the motives and ends of such actions.

<http://dictionary.reference.com/browse/ethics>

Ethics (also known as **moral philosophy**) is a branch of [philosophy](#) that addresses questions about [morality](#) — that is, concepts such as [good and evil](#), right and wrong, [virtue](#) and [vice](#), [justice](#), etc.

<http://en.wikipedia.org/wiki/Ethics>

Ethics can be defined as the rules of the road in human action. It is the set of moral principles that is followed in a civil society. It is based on treating others the way you would want to be treated.

http://answers.reference.com/Information/Terminology/what_is_the_definition_of_ethics

There are ethics that guide many disciplines of study and every chosen career path. A peek at our own university's College of Liberal Arts philosophy program shows many offerings to teach the student how to choose the proper behavior when faced with value issues. The introductory course offers an in-depth study of issues in practical or applied ethics; theoretical ethics is an in-depth study of traditional and contemporary [meta-ethical and normative](#) theories; professional ethics provides students with the foundation for understanding and applying ethical standards and analysis in professional careers, such as business, engineering, law, mass media, and medicine.

Peter de Jager, a keynote speaker and consultant on change and other management issues, stated in an article he published in [The Canadian Association](#) ezine, Nov 2004, that "Based on today's headlines, one would suspect that people don't have a firm grasp on the difference between right and wrong. Yet I believe most of us know exactly when we are acting unethically, and that we act unethically with deliberate intent."

He went on to say that the acid test for determining whether an action is ethical is to ask yourself how you would feel if the details of your actions appeared on the front page of a national newspaper. If you can honestly say you would be comfortable with that, then you have probably acted ethically. "This even works when it is our [intent](#) to act unethically. The image of that glaring headline, and the obvious consequences of such visibility, should be enough to force us to reconsider our actions...not because they're wrong, but because of the negative consequences." Mr. de Jager's words are as meaningful today as they were in 2004.

Why are Ethics important in business?

Ethics are important in business in order to ensure trust from your customers, employees, and the people you conduct business with. Also, unethical business practices can get a company in trouble with the law and leave it vulnerable to lawsuits.

http://answers.bloglines.com/Finance/why_is_ethics_important_in_business

Why isn't compliance with laws and regulations enough?

Because

- The law is the floor
- The law is constantly changing
- The law is not necessarily representative of universal morale
- The law is not always right
- The law doesn't answer every challenging dilemma
- The law is slow to catch up to new dilemmas

*Robert W. Rudloff, Jr., CPA, Vice President, Internal Audit, MGM Resorts International
IIA presentation entitled, "Measuring the Ethical Environment of Your Organization"*

Ethics Survey for Employees

The foundation of the ethics survey that begins on the following page came from the University of Minnesota. The internal auditors use an ethics survey in every audit performed at the university, and their model was presented in [Best Practices: Evaluating the Corporate Culture](#), published by The Institute of Internal Auditor's Research Foundation. We have added a few additional questions (questions 2, 6, 13 and 14) and invite you to take the survey to evaluate the ethical climate in which you work. We ask only that if the results are less than favorable, you pledge to do your part to raise the ethical awareness in your area. Please refer to the [Code of Conduct](#) in the USI Handbook as a starting point. Following some of the other links scattered throughout this site will also lead to other links and interesting discussions about ethics.

Employee Survey

Instructions: For each statement, select the response that seems most appropriate. If you feel the statement doesn't apply to you or you have no opinion, please select N/A (Not Applicable).

"Management" refers to the leadership team in your academic or administrative department or center. If you are part of the leadership team, it refers to you; otherwise, the questions refer to your bosses.

*****You may print out the survey or copy and paste it to your own files*****

Employee Survey Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
1. Management actively demonstrates the importance of integrity and ethical behavior to their employees.					
2. Management promotes zero tolerance of hostile or discriminatory comments/actions and deals with same immediately and thoroughly.					
3. Management is open to employee suggestions to improve productivity and quality.					
4. Management is concerned with and responsive to customer feedback or suggestions.					
5. Management sometimes overrides the University policies, procedures, or work place rules (e.g., takes shortcuts that are contrary to policy).					
6. Management has developed a formal ethics and values training program for the unit.					
7. Management has the right knowledge, skills, and training to effectively perform their duties.					
8. Non-management (support) staff has the right knowledge, skills, and training to effectively perform their duties.					
9. Management effectively monitors and provides oversight and direction for the activities in my unit.					
10. I understand workplace policies and rules, and have an effective resource for obtaining clarification of policies when needed.					
11. Management has not effectively communicated my job duties and responsibilities to me.					
12. Management would take appropriate corrective action if policy, procedure, or work place rule violations were detected.					
13. Decision making has become routine and comfortable and does not consciously consider our ethics and stated values in the process.					
14. Someone in my work unit needs to be confronted regarding his/her inappropriate behavior, but no one seems willing or able to do so because s/he is well liked and/or highly respected in other ways?					
15. I believe I would be protected from retaliation if I report a suspected violation.					
16. I am familiar with how to report violations of law or policy, including the University's confidential reporting line.					

Continued . . .

If you would like to comment further about any of the items above or share anything else with the Internal Audit department, just write your comments in the text box below and contact us.