

Work place ethical dilemma

[Sociology](#), [Ethics](#)



Work place Ethical Dilemma Brenda Paz BSHS-331 August 25, 2010 Roberto Vara Jr. Work place Ethical Dilemma According to Freeman, S. (2000) Ethics: An introduction to philosophy and practice ethical dilemma is a complex situation that will involve conflicts between moral imperatives. This is also called ethical paradox which plays a central role in ethics debates. We are not animals and thus should not act and behave like animals. All humans have social acceptable behaviors we must abide from. Standards we all follow to what we believe, having our own opinions, from obeying the law and knowing what is morally right and wrong.

For example the ethical admonition to “ treat others as you would like to be treated” is not always easy to follow especially if the individual you should treat with respect does not in turn respect you. This is an example of ethical decision clashing. About three years ago I experienced an ethical dilemma in the workplace which made me feel puzzled, unappreciated and even confused for just doing and following procedure and protocol to my work responsibilities which my job duties required me to do.

I worked for a nonprofit organization which helped advocate for individuals with disabilities and their families. My job title was that of a project assistant of a youth group which empowers young adults with disabilities gather the tools necessary to live a more independent and healthier way of life. The problem to the dilemma consisted in nepotism taking place by my immediate supervisor. The organization I worked for was just a small branch which was extended from the main office which was located in Albuquerque, NM.

I did not have another immediate supervisor to question any such ethical dilemmas. Each year our project needed to provide accountability of ten new additional youth members to the group. Membership to the group required the creation and development of a goals and dream planning map. Once the member reached three months of attendance to monthly meetings the individual was then issued a stipend of five hundred dollars to assist in reaching such set goal in the plan. As a project assistant one of my job responsibilities was to locate youth with disabilities and invite them to become part of the group.

Part of our initial protocol was not to use the stipend as the initial incentive to join the group but rather to make the youth group more appealing by emphasizing social group gatherings, activities, advocacy and the initial growth of one's self confidence and development in learning to advocate for themselves and others who cannot speak for themselves in front of congress. My supervisor however did not follow protocol and often selected individuals from her immediate social circle of friends and family members to join the youth group.

Secondly those initial members were not required to meet the three month required time limit of monthly meeting attendance to acquire the stipend. One day I politely questioned her selection process and she quickly gave the explanation that she needed to meet the quota and had to sign up 10 youth members no matter who they were so the project would not lose funding. Yet when I confronted her about trying to sign up my son or family members with disabilities I was informed I could not because I worked for the organization.

I was informed by her that she needed to bend the rules to meet quota but when I offered to help by suggesting to enroll individuals with disabilities from my social circle I was denied. I should have just dropped the issue right there and then, however I went on to question her actions and she abruptly stated "How dare you question me? Don't try to undermine me Brenda", then she just changed the conversation right away. Well, soon after that our work relationship was very shaky and when my employment contract ended I was not offered a new contract again.

Based on what I learned since I began my study at the University of Phoenix and through my continued work experience I think I would have handled the situation in the same manner but I would have chosen my words differently. At the time I believe my questioning of her actions and the way I came about it was wrong in the sense that I was trying to fight fire with fire. I was trying to justify my possible actions and suggesting the same methods she was using to recruit my circle of members in the same manner.

I now realize that you should not try to suggest justification of one's actions by doing the same thing the other individual is doing. I needed to fight fire with water and in turn make her analyze her actions and view her ways in a calm and professional manner. Then if that did not work I should have escalated to the next level and called her supervisor in Albuquerque just as a note of information not an accusation. According to _____ Ethics can be seen as both the highest and the lowest standards of practice expected of a practitioner, reflecting both the standards of the community and the profession.

Codes, rather than being precise dictates, are actually combinations of rules and utilitarian principles that do not provide a rationale as to why a particular behavior is right or wrong in a particular situation or circumstance. Therefore, many issues cannot be resolved solely by relying on codes of ethics. Practical judgment and informed conscious reasoning are necessary in the proper application of codes of ethics. Various professional organizations have established codes of ethics for their members however in similar professions, the codes of ethics and acceptable behavior can vary greatly.

When faced with an ethical dilemma, a practitioner would do well to think of the formal code of ethics of his/her profession and then through a formal ethical decision making process to expedite a sound solution.

References Freeman, S. J. , (2000). Publication manual of the Wadsworth group, a division of Thomson Learning Inc. Ethics: An introduction to philosophy & practice Environmental Protection Agency Website, (2009), Publication research group of the Environmental Protection Agency. Retrieved from [http:// www. epa. gov/progress/#i](http://www.epa.gov/progress/#i)