

# Ethical and socially responsive company essay sample

[Business](#), [Company](#)



## **Abstract**

This assignment discusses Chipotle restaurant's Code of Conduct. The Code of Conduct is a road map to ethical and socially-responsive behavior in the business. The conflict of interest policy is significant because it safeguards the company's confidential information and prevents inappropriate use of the company's names and intellectual property. Chipotle treats all employees as equal regardless of their gender, origin race, religion, age disability, culture orientation, marital status and veteran status. Chipotle handles complaints from employees and other officials with high of confidentiality. Executive managers should lead by example by complying with the code of conduct. Critical areas in Chipotle's Code of Conduct are in the first part of the essay. Essential steps to ensure the employees comply with the code of conduct are in the second section. Ways through Chipotle can engage in socially-responsive activities are in the last section.

## **Introduction**

Corporate leaders are very cautious with their behaviors because the businesses ethics leads to a successful business. This assignment focuses on the Code of Conduct at Chipotle restaurant. Chipotle uses its Code of Conduct to promote integrity and compliance to the socially acceptable practices. The Code of Conduct at Chipotle governs all Directors, employees and officers. The Code of Conduct is a road map to ethical and socially-responsive behavior in the business (Chipotle, 2014).

## **Critical areas in Chipotle's Code of Conduct**

### **Conflict of Interest policy**

All employees are expected to display high levels of integrity by avoiding conflict of interest on the course of their duties. The policy on conflict of interest policy requires all employees to comply with ethics and the law when discharging their duties. All the employees have the personal responsibility of doing the correct things (Asbed & Sellers, 2013). Employees at Chipotle should not receive gifts from vendors, competitors and potential suppliers. Employees should not use the company's name for the purpose of individual benefits. The conflict of interest policy is significant because it safeguards the company's confidential information and prevents inappropriate use of the company's names and intellectual property. The conflict of interest policy prevents damage to the company that may be as a result of the employee's conflict of interest (Asbed & Sellers, 2013).

### **Harassment policy**

Chipotle prohibits harassment and discrimination and employees who fail to comply with the policy may lose their jobs. Chipotle treats all employees as equal regardless of their gender, origin race, religion, age disability, culture orientation, marital status and veteran status. Chipotle ensures that there is no discrimination while hiring, interviewing, training and development, recruiting and paying (Asbed & Sellers, 2013). Similarly, Chipotle prohibits all forms of harassment whether it is sexual harassment, intimidation, verbal harassment, hostility, and non-verbal harassment. Employees at Chipotle report incidents of harassment and discrimination to the CEO for further

actions. Chipotles' harassment policy is significant because it offers employees equal opportunities and enhances a workplace that is free from harassment and discrimination. The harassment policy is crucial because it appreciates the diversity in Chipotles' workforce (Chipotle, 2014).

### **Confidentiality policy**

Chipotle treats complaints from employees and other officials with high of confidentiality. Chipotle does not allow discrimination on employees who blow the whistle concerning illegal activities. Chipotle collaborates with an outsourced company that handles the confidential calls and this preserves the privacy of whistleblowers. Additionally, the outsourced company safeguards the log of calls from the employees. The privacy policy is significant to the Restaurant because it helps employees and other stakeholders to raise concern on the operations of the restaurant without fear (Asbed & Sellers, 2013).

### **Essential steps to ensure the employees comply with the code of conduct**

Firstly, the Executive managers should lead by example by complying with the code of conduct. The managers should guide all the other employees in following the code of conduct. Secondly, there should be clear procedures of reporting employees who violate the Code of Conduct. The Company should safeguard high anonymity of employees who blow the whistle concerning the violation of the Code of Conduct (Asbed & Sellers, 2013). Employees should uphold confidentiality during investigations on violations of the Code of Conduct. Lastly, the restaurant should launch a culture that upholds the

Code of Conduct. All matters that are not in the Code of Conduct should be approved by the CEO (Chief Executive Officer). Chipotle should take disciplinary actions on employees who violate the Code of Conduct. The disciplinary measures should be a deterrent to employees who intend to violate the Code of Conduct (Chipotle, 2014).

### **Ways in which Chipotle can engage in socially-responsive activities**

Firstly, Chipotle should participate in community health activities. Chipotle should improve the health of the communities because it operates the communities. Chipotle should contribute funds towards the construction of health centers because in so doing it will improve the health of the communities surround it. Secondly, Chipotle should improve the education in the communities. Chipotle should participate in the construction of schools and other learning centers because such in initiatives will increase the communities' quality of life. Chipotle has a responsibility of increasing literacy levels in the communities where it operates (Asbed & Sellers, 2013). Thirdly, Chipotle should implement actions to preserve the environment. Chipotle should prevent the pollution of the environment by reducing the effect of its activities on air, land and air. Chipotle should conduct campaigns to enlighten communities on the essence of preserving the environment. Chipotle should implement sustainable pollution control strategies. Chipotle should avoid activities that are hazardous, unsafe and unhealthy (Chipotle, 2014).

## **Conclusion**

In summary, this essay has focused on Chipotle's Code of Ethics. Critical areas in Chipotle's code of conduct include conflict of interest policy, harassment policy and confidentiality policy. The Code of Conduct at Chipotle governs all Directors, employees and officers. The policy on conflict of interest requires all employees to comply with ethics and the law when discharging their duties. Chipotle's harassment policy is significant because it offers employees equal opportunities and enhances a workplace that is free from harassment and discrimination. Chipotle should take disciplinary actions on employees who violate the Code of Conduct. Chipotle should engage in socially responsive activities such as education, health and environmental conservation.

## **References**

- Asbed, G., & Sellers, S. (2013). Fair Food Program: Comprehensive, Verifiable and Sustainable Change for hotel workers, *The U. Pa. JL & Son. Change*, 16, 39.
- Chipotle. (2014). (<http://ir.chipotle.com/phoenix.zhtml?c=194775&p=irol-govConduct>). Viewed on 10th November 2014.