

Code of ethics design paper

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Code of Ethics Design Paper Holland Brasseries-Bolder Grand Canyon University Ethical Dilemmas and Stewardship LDR-800 DRP. Casey Reason February 25, 2015

5 OVERVIEW Ethics are the very principle foundations utilized by organizations to govern the activities and decisions of all individuals involved in and attached to an organization. The importance of these guiding principles directs the manner in which the organization conducts its business, therefore has a direct bearing on the organization's reputation, productivity, and bottom line (Cleaner, 2015).

The components of an ethical culture of any organization are comprised of leadership ethics and employee ethics. Successful organizations ensure their leaders understand that employees will emulate their actions. Therefore, it is imperative that leaders always maintain high ethical standards. The creation of specific guidelines assisting individuals in terms of acceptable behavior, and what ensues when individuals decide against following the ethics of the organizational, becomes of paramount importance.

This guide takes the form a comprehensive Code of Ethics for the organization, and is a means to this end. RATIONALE The rationale for the design of this code of conduct is to provide guidance and a ecumenical reference point to support organizational members in their daily decision making activities. Further, this document intends to address clearly the organizations mission, values, principles, and personal conduct expectations of all organizational members from a top-down approach (" Why have a code," 2009).

Additionally, this code of conduct is a communication tool meant to guide the behavior of organizational employees without ambiguity, and prejudice (" Why have a code," 2009). All members of the organization should understand that this code is a contract between this organization and its members. In other words, it specifies what the organization's commitment is to you the employee, and what your commitment is to the organization.

Finally, this code makes available the opportunity to discuss openly organizational ethics without fear of reprisal. The main goal of this code of conduct is affirmative public distinctiveness creation, helpful governmental and regulatory environment affiliation, an enlarged level of community assurance, and earning faith between all organizational electorates and participants (" Why have a code," 2009). CODE OF ETHICS - A-Z universal (" code of ethics template," 2015) A-Z Universal endeavors to conduct all operations in an ethical manner.

All employed by this organization will relentlessly advance the superiority of our servitude, processes, and merchandises, to build a prominent status of reliably, impartiality, esteem, accountability, truthfulness, reliance, and morally comprehensive professional decisions. No unlawful or immoral behavior is acceptable from any organizational member. A-Z Universal will not be guilty of negotiating the principles upon which this organization stands. As we can only be as good as the ethical behavior of all combined members, strict adherence to this code is mandatory.

A-Z Universal maintains that all executives, managers, and workforce personnel of the organization will not tolerate, under no circumstances, their

individual comforts to melee, or give the appearance of conflict, with concern to the mission of this organization, its patrons, or its associates. Executives, managers, and workforce personnel will evade all transactional activities that others might construe as representative of A-Z Universal between and among any outside businesses not approved by the organization.

A-Z Universal strictly prohibits executives, managers, and workforce response from utilizing organizational agreements for the expansion of any personal and private endeavors at the cost of the organization, its patrons, or its associates. Executives, managers, and workforce personnel of A-Z Universal will not afford inducements, rewards, or comparable instances of recompense for the purpose of garnering favor from or encouraging outside business relationships from any individual or institution.

Likewise, executives, managers, and workforce personnel will not participate in receiving benefits, levies, tips, and the like for the purpose of individual or institution. Executives, managers, and workforce personnel of A-Z Universal will frequently be exposed to, or be custodians of, exclusive, trademarked, private or delicate industry data, and must aptly safeguard this material in the most trustworthy manner.

This highly classified material, whether ingratiated to A-Z Universal or any of our patrons or associates, could take the form of tactical organizational blueprints, standard operational processes, publicity and advertisements, profit margins, client portfolios, employee files, impending procurements and divestitures, engineering expenses, innovative capital ventures, etcetera. All proprietary information, whether belonging to this organization, our patrons,

or our associates, is sensitive in nature and will be controlled, protected, and only distributed based on organizational necessity.

The mishandling of quantifiable privileged facts for exchanging organizational goods renders individuals victim to punishment under the Securities Act of 1933 (" Federal SEC Laws," n. D.). According to the Securities Act of 1933, executives, managers, and workforce personnel are considered insiders due to being privy to data not yet publicly disclosed (" Federal SEC Laws," n. D.). Likewise are any other persons knowledgeable of this information prior to its' public disclosure, regardless of the method of acquisition (" Federal SEC Laws," n. .). It is expressly illegal for anyone to barter on knowledge not yet publicly disseminated (" Federal SEC Laws," n. D.), and A-Z Universal will not tolerate these actions. Executives, managers, and workforce personnel will precisely communicate all data, and as generally needed by material reporting necessities. Executives, managers, and workforce personnel will abstain from misrepresenting correlations of he administrations and skill of their rivals.

The executives, managers, and workforce personnel of A-Z Universal will forbear gathering competitor information by illicit means and will avoid following up on information which has been accumulated in such a matter. Executives, managers, and workforce personnel will comply with all Equal Employment Opportunity regulations and will exhibit maturity and conduct themselves in due regard to others in all business practices. Executives, managers, and workforce personnel will not allow their private life to inhibit their capability to roved products of value to the organization and its constituents.

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Executives, managers, and workforce personnel consent to the complete disclosure of untrustworthy, deceitful and illicit conduct, or the infringement of organization strategies and techniques to the administrators of A-Z Universal, or if needed advancement up organizational hierarchy until a solution is realized. Specific and individualized organizational operation procedures and policies for A-Z Universal are contained and addressed in our policy handbook. Each member of A-Z Universal, including executives, managers, and workforce personnel will have signed and dated documented proof of receipt of this Code of Ethics and the policy handbook.

Your signature indicates your understanding and abiding consent to follow A-Z Universals Code of Ethics. Executives, managers, and workforce personnel will complete these documents within seven business days of employment for inclusion to their personnel file. Additionally, executives, managers, and workforce personnel will participate in and complete annual training on A-Z Universals Code of Ethics and the policy handbook. DISCUSSION This designed code of ethics personally relates to my ethical beliefs in that it illuminates the highest moral standards.

It lectures on ethical convictions in terms of strict adherence to organizational guiding principles and a personal stance of " zero- tolerance" for nonconformity (Monsoon, 201 5, p. 328). This code leads and addresses expectant behaviors from a standpoint of integrity and trust building. Additionally, it provides an ethical blueprint for organizational members to follow in their interactions with each other, but also in their dealing with " consumers, competitors", ND the marketplace as a whole (Monsoon, 201 5, p. 329).

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Further, not only does this code encompass ethics in terms of public identity, fair practice, and earning and maintain the respect of others, but also it provides a means to this end (Monsoon, 2015, p. 331). First, as a comparison to the code designed for A-Z Universal, I used the Code of Ethics of the United States Postal Service ("USPS standards of conduct," 2015). One of the major strengths of this code, ultimately become a major weakness. This code assured that it addressed conduct both on and off duty, and fared well (for the cost part). However, there was one instance in particular where information was incomplete.

It stated, "The Postal Service will not tolerate the sale, possession, or use of illegal drugs, or the abuse of legal drugs while on duty or on postal premises" ("USPS standards of conduct," 2015). This entry gives the appearance that the US Postal Service prohibits illegal drug activities while on duty or on postal premises, and does not address the position of the organization when individuals are not at work. Another area of concern is that the US Postal Service organization has an Code of Ethics for subordinates, and another for upper management.

When members of an organization know there are the equivalent ethical expectations for everyone, the organization sends a message that position does not separate ethical behavior. Next, I compared Enron's Code of Ethics ("Enron's code of ethics," 2000) to the designed code of ethics for A-Z Universal. The main weakness found in this code was although lengthy, there were no written instructions for training and code enforcement. A code is only as good as those guaranteeing its regulation and utilization are.

Johnson gives credence and significance to this area advising that we must include "ethical development as part of [our] overall development as a leader" (Johnson, 2015, p. 60). CONCLUSION The Code of Ethics designed for A-Z Universal lends itself to success and exceeds those of the Postal Service and Enron in the following manners. First, this code makes no difference in organizational positions in terms of ethical behavior. It encapsulates the organizational culture in a top-down manner that includes all executives, all managers, and all workforce personnel.

Secondly, this code does not seek to address the organization's positions on ethical behavior of its employees only while actively engaged in employment activities, or on the premises. This code provides for continuous moral actions. Third, this code removes any ambiguous verbiage, such as 'should', and replaces such terminology with more concrete words, such as 'Will'. For instance, "must be particularly careful to avoid" ("Code of ethics template," 2015), is vague and leaves too much of an either/or decision to the vices of the reader; this code simply directs the user with the words 'Will avoid', for example.