

Building an ethical organization essay



The organization that I have recently taken over the directorship of is named Prisoners Helper.

This organization offers help and rehabilitation to the soon to be released prisoners, those who have been incarcerated for five or more years. The organization is a non-profit organization, we run off donations made and collected from the community. The individuals who are in the program sign a contract that after being out of the program for one year and holding a job for at least six months will make some sort of donation, something that is reasonable and that they can afford. We run thrift stores that are ran by individuals in the program and charity drives to collect funds to help the prisoners get rehabilitation before and after their release. Men and Women who have been incarcerated for several years need different training to be reintroduced into our society.

Instead of just releasing them back into society with no training and waiting for them to become another statistic. We will offer them classes for relationships (i. e. marriage, live in partners, child, sibling, friend), parenting, financing, finding a job, and basic coping skills. After being away from the real world, the prisoners have many of their everyday things done for them as well as the whole life scheduled for them.

Things that many individuals take for granted and dislike doing for themselves these individuals have not had the opportunity to do for them. The world and everything in it changes daily so you can only imagine being incarcerated for 20 years and coming out into the world with all its new technology. There are things as simple as household appliances to things like

stores. I think about the retail stores 20 years ago and they sold clothes and house hold items now they sell everything even fix your car while you are shopping.

Having to learn everything all over again essentially would be very stressful for anyone. There will also be classes to help the new members to society with all the new technology. For someone that has been in prison for five or more years the new technology that they will have to learn to use could be overwhelming to anyone. Cell phones, computers, televisions, cars everything that could have changed they will need help understanding. I am sure that one person could understand the overwhelming that one gets a new phone and trying to figure it out. Can you imagine not being around and technology like this for 15 years and coming out and having to learn about all the technology on your own.

We will also have stress training techniques for them to help them deal with the stress of everyday life that they have been away from while incarcerated. The stress coping techniques are essential for them to grasp so they do not give in to temptations. There will be many temptations that they will face it is how they deal with them as to how the outcome will be. There are many return offenders that return to the prison systems because they cannot deal with overwhelming stress and turn back to crime their comfort zone.

If we can keep this from happening then the system will work. Mission Statement: To reach out, help, and support the individuals who have done their prison sentence and are ready to be released into the world. We are

here to help adjust them into the basic way of life, cooking, cleaning, parenting, budgeting, obtaining an education and receiving employment. We will help them to recognize temptations and learn to steer away from them.

For many individuals who have been incarcerated for 20 years of their life are lacking basic communication and coping skills we will help them learn these so they can recognize temptations themselves. We will not turn away any individual, regardless to race, color, religion or gender and we will not hold your crime or crimes against you. This could be the first release from prison or the third it does not matter as long as they are willing and ready to receive the help that is being offered to them. The mission statement tells exactly what the organization has to offer. It puts into detail what we are here to do. It also states that we will never turn away any individual.

We are here to offer help to all individuals coming up for release. It is our goal to make sure that these individuals are not punished again for their crime and for them to know that they have served their time and repaid their debt to society. It covers ethnic backgrounds that will not be held against any individual. Part of the training will help these individuals understand that they have served their time for their crime and have fulfilled their obligation. As long as the individuals coming in to society realize that their time in prison was a rehabilitation period and we learn from our mistakes there could be less return offenders.

That will be one of our goals is to help these individuals main stream back into society without the urge to commit anymore crimes. My value statement is based on the beliefs of my staff. Our beliefs and morals are to help all

individuals needing, wanting and ready for rehabilitation. We believe in getting to know the clients personality and knowing their personality so we can offer them the help in which they need not everyone???'s need are going to be the same.

We believe in being honest, we will tell you exactly what we can do for you and what you need to do for the organization. We will also help the client to learn everything needed to become a productive member of society, become a good and reliable spouse, parent, child or just friend to those who need them and love them. We will help them to understand the value of being a productive member of society as well as one in their family. We want to help these individuals with all the overwhelming feelings that can occur when one is put back in to the reality of life parenting, working and relationships. With helping them maybe we can keep them from giving into the temptations of drinking, doing drugs and or committing any new crimes.

There are so many things that can happen in anyone???'s lives to make them give in to temptation any way that we can help ease this we will be doing our job. In the end if we can help just one person from returning back to prison from our coping techniques then we will have change more than one life. When one person goes to prison there is a whole family that is changed. If the person going to prison has children hopefully with our training and coping skills we can break the cycle and help the whole family.

I only hope that these individuals will use the techniques that they are taught and not give in to temptation. Code of Ethics All employees will always be aware of and abide by all of the ethics, conduct and rules of

Prisoners Helper. All legal laws will be followed at all times. Each employee must follow moral values at all times as well. The major areas that employees must follow are listed below. The employees should have no problem grasping and conceiving the code; it is very to the point and follows our mission we are here for the clients and to preserve their dignity while helping them.

1. No bribes are to be accepted by any employees to help get an individual into the program. Employees can only receive pay from Prisoners Helper. 2.

All equipment bought by Prisoners Helper may only be used for business purposes only never for personal use. 3. Employees will not partake in any sexual harassment of any kind. This includes verbal and physical. 4. All employees will abide by all HIPPA and state laws pertaining to client confidentiality.

All information regarding any individual in the program will be held confidential unless written consent are signed to be released to someone. . Employees will not partake in any activities that will harm the company this includes sharing information to another program that could be a competitor. 6. All employees are to do the job that is assigned to them they are not to.

They are not to base any decisions based on their personal beliefs. Employees religious beliefs and personal feelings cannot be the bases for any decisions all these personal beliefs or feelings must be set aside as they could jeopardize the programs outcome. 7. Each employee is responsible for their decisions unless otherwise told to do so by a supervisor. .

Employees are to treat everyone that they come in contact with, with the upmost of respect. 9. Employees are to follow all rules set in place by the organization. 10. No employee shall engage in any personal or sexual relationship with any individual in the program.

No supervisor shall engage in any personal or sexual relationship with any employee. 11. All employees are to act appropriate and professional at all times. No employee shall carry themselves in a manner that will bring negative attention to neither the organization nor any clients in the organization. Prisoners Helpers organizational culture it is made up of many different concepts.

We will offer a wide range of services that will benefit the community as well as the individuals in the program. Because we will offer so many different services we must make sure that we follow the established values, beliefs and morals that were stated in the beginning of the organization. We must act ethically and follow laws because we are here to help people. We must treat each individual based on their needs.

Everyone is different and needs to be treated as so. Each individual will require different things therefore no two individual cases will be alike. Individuals will require different techniques in approaching them what may get through to one may take a different course of action to get through to the next. Prisoners Helpers will follow the ethics audit that was done in the beginning of the program and everyone associated with the organization will follow all the values and beliefs of the organizational leader. As the organizational leader for Prisoners Helpers I will always remember that

leadership stems from ones principles, goals and integrity. As a leader I must be the one to motivate other employees as well as individuals in the program.

Ethics must be present in any leader I believe that ethics must be strong in a leader in any Human Services organization. The leaders are the ones who make sure that clients are being treated equally and that they are not being treated differently because of their past. Leaders must be able to let the client know that we are here to help them and help them better their lives no matter what. The leader must help the employees work together and not against each other to ensure that the organization is running smoothly and is being productive for its clients.

Prisoners Helpers has a board of directors that uphold the structure of the organization. When the leaders and the directors all work together the organization runs smoothly. When they are working against each other there are many problems within the organization and lead to improper running and ineffective results. The leaders and directors will all be involved in the ethics audit. With the ethics audit the leaders will be able to properly know if and where there are problems and how to fix them.

With everyone involved in the ethics audit it will help to ensure that everyone is here for the same reason to help individuals in the program return to a normal life and thrive. The average daily cost to keep someone in prison is \$79 while having them on probation costs only \$3.42 daily. This is why prisoners Helpers can help in more ways than one; they can help keep costs down and help improve individual's lives.

If non-violent inmates were put on probation after serving a certain percentage of their time and sent to a program such as Prisoners Helpers costs would go down in such a time when every dime counts. Programs such as this can also help by helping rehabilitate individuals to keep them from returning back to prison and saving even more money. Out of the prisoners that are released 67% of them are rearrested and 52% of them are re-incarcerated if just one percent of these individuals could be helped and not return think of all the money and lives saved. If the cycle of crime in a family could be broken for one out of every ten prisoners the amount of our youth that would have been in prison would drop tremendously.

Not only did we stop that child who saw his dad or mom go into prison and change their life because of an organization like this we also stopped his children and their children and so on we have broke the cycle and saved many lives. We have to look beyond the individual that is in the program but also the lives that are affected by their going to prison and reach out and change more than just the on life that we are helping. References <http://www.infoplease.com/ipa/A0933722.html> <http://www.organizationalculture101.com/organization-culture.html>