
*A good name is more desirable than
great riches; to be esteemed is better
than silver or gold.*

— Proverbs 22: 1

Ethics for Youth Workers



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Today we will

- Gain an understanding of where to look to find the standards that affect your work
- Understand the value of adopting ethical standards
- Map out a process for assuring that your organization is ethical

Ethics

Simply means doing the right thing – A Code of Ethics is at its core a guide for dealing responsibly and respectfully with those you serve.

In the news in recent years

- ❑ Catholic priests
- ❑ Enron, Fannie & Freddie, AIG
- ❑ Internet porn arrests
- ❑ Australia & Canada apologizing to boarding school children
- ❑ Non-profit fraud
- ❑ Politicos



A global movement

- UNICEF
- British Commonwealth active in developing Codes of Ethics for Youth Workers
 - Canada
 - Australia & New Zealand
 - KwaZuluNatal and other South African states
- Ohio, Minnesota, New York, etc.
 - Indiana is working on one (Indiana Youth Development certification core competencies)
- Catholic ministerial groups
- Business professional groups

Why have a Code of Ethics?

- ❑ Define accepted/acceptable behaviors
- ❑ Promote high standards of practice
- ❑ Establish a framework for professional behavior and responsibilities
- ❑ Provide a benchmark for members to use for self evaluation
- ❑ Provide a vehicle for occupational identity
- ❑ Serve as a mark of occupational maturity

How they help you

- ❑ Donors give again because they trust you
- ❑ Limit collateral damage when errors occur
- ❑ Productivity & morale are better
- ❑ Less employee turnover & make it easier to recruit and hire
- ❑ Better internal communication
- ❑ Cuts sabotaging activities like fact-hiding, over-promising, and scapegoating

Ethics

“The time is always right to do what is right.”

— Martin Luther King, Jr., civil-rights leader, minister (1929-1968)

Codes you may know

- National Association of Social Workers
- NAECY
- North American Child And Youth Care Professionals (ACYCP)
- National Staff Development and Training Association
- Indiana Coalition Against Domestic Violence, Inc

Parts of a Code

- ❑ Preamble (introduction)
- ❑ Purpose or Core Values
- ❑ Principles and Ideals
- ❑ Practices or Standards
- ❑ Call to Commitment

Sample Preamble

Commonly cited values

- Usefulness
- Integrity
- Respect
- Ecology
- Creativity
- (Universal) Love
- Freedom
- Diversity
- Elegance
- Professionalism
- Flexibility
- Safe Conditions
- Curiosity, Growth
- Fun/Humor

Values

"It's not hard to make decisions when you know what your values are."

— Roy Disney, producer

Principles & Standards

- Competence
- Confidentiality
- Informed consent
- Role clarity
- Vigilance, monitoring, mandates
- Active management to respond to change new issues

Sample Principles

A personal process

- Who do I want to be? What do you believe?
- The “I will” section

Integrity

“Have the courage to say no. Have the courage to face the truth. Do the right thing because it is right. These are the magic keys to living your life with integrity.”

-- W. Clement Stone, American author and insurance executive, 1902-2002

Issues from reality

□ Families

- Keep secrets from each other
- Different levels of maturity
- Have conflicting motivations

□ Children

- Legal Status (Minors and emancipated minors)
- Socialization Influences
- Time Perspective
- Concept Manipulation Abilities

General and practical

“Relativity applies to physics, not ethics.”

— Albert Einstein, theoretical physicist (1879-1955)

Warnings of unethical practices

- Deviations from correct procedures
 - Poor record keeping / Missing files
 - Poor or no separation of duties
 - Avoids control / supervision
- Changes in behavior
 - in buyer's extravagant life style
 - Frequent absences from workplace
- Supplier favoritism
 - Excessive entertaining by suppliers
 - Unnecessary meetings with suppliers
 - Not allowing other staff to deal with certain suppliers
 - Established suppliers are reluctant to enter competitive bidding
 - Supplier cartels
- Stonewalling
 - Resistance to inquiries, audits, etc.
 - Reluctance to delegate
 - Unusual secrecy
 - Dictatorial management style

Can you live with it?

“Example is not the main thing in influencing others. It is the only thing.”

— *Albert Schweitzer, German physician, theologian, philosopher (1875-1965)*

When issues arise

- ❑ Do I have sufficient background information (case details)?
- ❑ Which facets of the case pertain to practice issues and which are ethical?
- ❑ What are my personal values on this issue and which ones are in conflict?
- ❑ Are there multiple responsibilities in this situation?
- ❑ Who is affected by the decision?
- ❑ What are the relevant ethical standards that apply to the case?
- ❑ What are the possible choices of action? What are the consequences of those choices? Who benefits?
- ❑ Which priority/obligations should I honor foremost?
- ❑ Can I explain my decision?
- ❑ What have I learned from this case about my ethical decision making style?



Tips for catching a code

- Why?
 - Regulate behavior? Inspire action?
 - Requirements or guide
- Conscious naming
 - Values Statement? Code of Conduct?
- Valuable process
 - May matter as much as the document
- Communicate -- before, during and after!

Don't forget to consider

- No one individual is to profit from the organization.
- Honesty
- Openness
- Conflicts of Interest
- Privacy / Propriety
- Fundraising Issues
- Treating employees, volunteers, and clients with respect

Training

- Before compliance must come comprehension
- Include the children – and their parents!
- Part of the path to competence and certification

Parting thought

“When trouble arises and things look bad, there is always one individual who perceives a solution and is willing to take command.

Very often, that person is crazy.”

— Dave Barry, humor writer

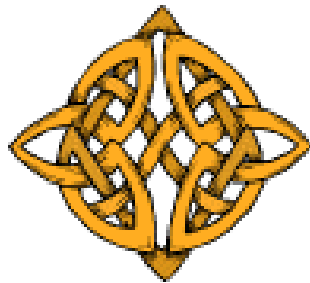
Resources for this presentation

- Life Skills Coaches Association of British Columbia
 - http://calsca.com/ethics_lscabc.htm#preamble
- Josephson Institute
 - <http://josephsoninstitute.org/public/>
- "Why Have a Code of Ethics?" by Chris McDonald, PhD.
 - www.ethicsweb.ca/codes/coe3.htm
- "Shared Values of the NLP Community" by Robert Dilts
 - www.nlpu.com/Values.html
- *Shared Values for a Troubled World* by Rushworth Kidder, 1994
 - www.beyondintractability.org/booksummary/10315/
- UN Procurement Practitioner's Handbook
 - <http://www.unops.org/SiteCollectionDocuments/Procurement%20docs/UN%20procurement%20practitioners%20handbook.pdf>
- "Training to Promote Ethical Practice" by Dale Curry
 - www.cyc-net.org/Cyc-online/cycol-1205-curry.html
- "How Do I Develop a Personal Code of Ethics," All About Philosophy.org
 - <http://www.allaboutphilosophy.org/personal-code-of-ethics-faq.htm>
- "Ethical Issues Working With Children and Families" by Gerald Koocher, PhD. ABPP
 - www.oup.com/us/ppt/pdr/ChildrenandFamilies.ppt#287
- Content of Our Character website, esp. Links page
 - www.contentofourcharacter.org/data/links.htm
- "Principles of Ethical Decision Making" from Guidestar, Nov. 2004
 - <http://www2.guidestar.org/rxa/news/articles/2004/how-ethical-is-your-nonprofit-organization.aspx?articleId=827>

More places to look

- NAECY online tutorial: “Ethics: Understanding Your Responsibilities to Children”
 - <http://www.betterkidcare.psu.edu/AngelUnits/OneHour/EthicsToChild/EthicsToChildLessonA.html>
- CYC Code of Ethics
 - <http://www.pitt.edu/~mattgly/CYCethics.html>
- IYD Credentials Core Competencies
 - <http://www.indianayouthpro.org/IYD/IYD%20Credential%20Core%20Competencies7-07.pdf>
- ACYCP competencies and ethics framework
 - <http://www.acycp.org/standards/NACP%20Competencies%20%20Rev%209.2009.pdf>
- Complete Guide to Ethics Management by Carter McNamara (web “book”)
 - <http://managementhelp.org/ethics/ethxgde.htm>

Questions?



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