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Ethical issues in the workplace pdf

How to deal with ethics in the workplace. The use of proper ethics in any workplace is essential to the success of the company. Unfortunately, companies fail, and people sometimes even go to jail because of unethical decisions made at work. Follow these steps to deal with ethics at work. Communicate the company's ethical policy clearly to employees. Posting it around the office and distributing it to employees is great, but you should have regular meetings where everyone spends some time discussing ethics. Invite people to talk about examples of different ethical decisions. Review the rules and reasons for them. Make it clear that the company will not tolerate unethical behavior and outline the consequences for it. Make it easy for employees to seek guidance when they need help making a decision. Employees may not always be sure what the ethical solution is. Therefore, it is the company's responsibility to provide the resources they need to make the right decision. Someone should be available at all times with whom employees can discuss these issues. Create an atmosphere where employees can trust their supervisors and know that they can report violators of the ethics policy. Supervisors should keep employees who report violators anonymous and not make them face punishment. However, employees should not feel that it is their responsibility to report violations. Set an example. Supervisors cannot expect employees to respect them if they do not follow the rules they have set. Model decision-making that includes the ethical values that the company embraces. Employees will respect their supervisors more and are likely to follow their example. Workplace ethics are on the rise among U.S. companies. As consumer awareness of corporate actions increases and employee expectations from employers evolve, employers in the United States are largely forced to recognize the importance of workplace ethics and make changes. Otherwise, they risk losing skilled employees and receiving negative public push back. Ethical policies at work not only protect the company's assets, but also promote a healthy and emotionally safe working environment. Having a written, applied and enforced code of ethics in your company has many benefits for your management, your employees and the general public. When companies and workers think of the importance of workplace ethics, they typically think of protections against immoral behavior and illegal activity on the job. But ethics in the workplace also provide protection of basic human rights in the office. Employees in the United States have faced such issues as discrimination on the grounds of race, gender and disability, which gave birth to federal documents such as the Civil Rights Act, the Equal Pay Act and the Americans with Disabilities Act, which protects against such forms of discrimination. Workplace ethics standards protect the company from theft of property by employees and falsify documents at expense. Understanding the importance of work ethic also protects an organization from employees taking sick leave for vacation days, taking longer breaks or using office equipment for personal projects. The key to protecting the company's assets is to value employee contributions and treat workers fairly, decently and with dignity and respect. Employees who pride themselves on what they do for the company and feel their jobs are important for carrying out the organization's mission recognize the benefits of ethics in the workplace and are less likely to steal from their employers. One of the biggest benefits of ethics in the workplace is that they provide emotional security. In a company that recognizes the importance of workplace ethics, employees can go to work knowing other workers won't harass them; their supervisors will respect both them and their work and their employees will reap disciplinary action if they steal supplies or equipment or falsify company records. Ultimately, either disciplined employees will learn from their mistakes and upgrade their ethical standards, or the company will lay them off. Such disciplinary practices promote a working environment for reputable workers. Organizations typically find a gap between the values they want their employees to emulate and the behavior they actually reflect. Therefore, workplace ethics programs align the behavior of workers with the values of their employers. This meeting of the mind creates an atmosphere of openness, trust and partnership, all of which are essential for team building. And when employees understand the expectations of their supervisors, they feel highly motivated to excel in their jobs. With the public eye of your business, workplace ethics helps build you a positive reputation. This is especially true for high-profile companies or nonprofit organizations that rely on government grants or private donations because such donors need to know how to spend their money. High ethical standards in your workplace let such outsiders know that you will spend their money as you have set and that they will see the final results of their contributions. If you have received donations to youth programs, for example, provide your donors with a list of such programs that their money has paid for, including specific names and content of workshops. View Stock/N/A/Getty Images Some examples of ethical issues in the healthcare sector include balancing the quality of care and efficiency, managing udr. Although these are just a few examples, ethical issues in the health sector are common. Any decision made can affect a life, and it carries with it a weight of ethical responsibility. The ethical concerns about balancing the quality of care and efficiency often come up often. Healthcare professionals want to provide the best care, but sometimes efficiency gets in the way. Perhaps the hospital administration thinks that a nurse is to meet the needs of patients. By requiring each nurse to spend less time chatting with patients, nurses can see more patients. The decision saves the hospital money but cannot provide a level of quality care when the other nurses are overwhelmed. Not to mention the distress that can actually cause patients. Also called responsible or green down, ethical down refers to plumage plucked from ducks and geese without causing undue damage. Ethical down bedding, outerwear and other products can be certified by organizations like Responsible Down Standard (RDS) or Global Traceable Down Standard (Global TDS), both globally recognized programs for manufacturers developed in collaboration with animal welfare groups and down industry. Both of these standards are voluntary, which means that suppliers and brands can choose to certify theirs down, even if they have no legal obligation. If you're in the market for a down product but are concerned about animal welfare, it's important to understand what makes - and doesn't - constitute ethical down. Learn more about ethical and unethical downproduction in the instructions below. What is Down and How Can It Be Unethical? Often found in outerwear, as well as duvets, pillows and mattress toppers, down is the soft under plumage that serves as insulation under the outer feathers of ducks and geese. Generally down comes from the underbelly of these animals. Because they are light, fluffy, quill-free, and insulating, they provide warmth and cosiness to a variety of products. On the other hand, feathers are found on the outer layer of ducks and geese. Due to their rigid nature, feathers can be more supportive, but also more uncomfortable due to their sharp quills. Before public attention was drawn to the responsible production of the descending, it was not uncommon for birds to be treated with considerable cruelty. Only five years ago, it was revealed that Patagonia was filling jackets with the help of suppliers who plucked down from birds that were still alive and force-fed their liver could be used as foie gras. After the Patagonia incident, many other brands underwent investigation and uncovered that their own down also came from similarly unethical sources. According to PETA, plucking live birds causes significant pain and anxiety. When the birds are picked, their skin can be torn up and their wounds sewn without painkillers. Birds can be picked several times throughout their lifetime before being slaughtered or dozed. In response to the public backlash to the gruesome standard of downproduction, many brands have adopted Responsible Down Standard and other certifications, including Canadian Down & Feather Company, Coyuchi, Downlight Bedding, North Face, H&M, Patagonia and IKEA. A number of bedding vendors boast an RDS certification, including Kieco, Multi Glory Home Textiles, and PrimaLoft. Today, although the prevention of cruelty has become a major focus for many brands, cruelty is still China, the world's leading supplier of down and feathers, still produces live-picked down wholesale, according to research by PETA. Production of ethical down For comparison, ethically sourced down comes from birds that have been raised and treated with decency. To be considered ethical down, live picking and force-feeding are prohibited. With many certifications, birds must also be given the five freedoms in terms of animal welfare: freedom from hunger, thirst, discomfort, pain, injury, disease and fear, in addition to freedom to express normal animal behavior. There are various institutions that offer certifications and guidelines on what constitutes ethical down. We've explored some of the most common organizations below. Responsible Down Standard. On a mission to protect the welfare of geese and ducks, the Responsible Down Standard (RDS) is an independent, voluntary, globally recognized certification that recognizes and rewards companies for ethical practices. To qualify for an RDS certification, farmers, brands and suppliers must respect the five freedoms of geese and ducks that deliver their down. In order to ensure ethical practice, all stages of the supply chain are reviewed by a professional in the third body, Global Traceable Down Standard. Global Traceable Down Standard (Global TDS), overseen by NSF International, monitors the down supply chain to ensure animals are treated decently. From soil to factory, suppliers are examined to check that there has been no live picking or force-feeding at any stage of the process. Global TDS also offers training and outreach to each level of the supply chain. Vendors can receive an NSF Global TDS standard once their entire supply chain has been audited and any issues have been resolved. American Down and Feather Council. A branch of the Home Fashion Products Association, American Down and Feather Council (ADFC) also offers certifications for down products. However, an ADFC certification does not necessarily indicate ethically processed. Instead, the certification provides accurate information. To serve the ADFC stamp of approval, a company must list comprehensive information about where the down originated. Downmark. Downmark is a globally recognized certification issued by the Down Association of Canada. To qualify for a certification, a company must meet strict quality, labelling and packaging standards. The Downmark certification ensures that the products are genuine and humanely sourced. In addition to national and international certification, many companies have started to introduce their own certifications. For example, Patagonia now enforces the Patagonia Traceable Down standard, which follows down production from farm to factory to check that birds are protected by strict animal welfare standards. REI, on the other hand, requires all suppliers to comply with internationally recognised best practices, including complying with human procurement. The company lists Global TDS voluntary but preferred attributes from vendors. Conclusion As an eco-conscious consumer, keep an eye out for ethically sourced down products with recognized certifications like RDS or Global TDS. Not being down bedding and outerwear cruelty-free, they probably come from companies dedicated to quality and ethical practices - even if it means paying a little more. Alternatively, you can shop for down alternatives which are designed to mimic the look and feel of the down while completely avoiding animal products. Products.

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