Code of Ethics Design Paper

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In This paper the author will explain the rationale behind the code Lowes code of Business conduct and code of ethics. Then an explanation of the reasoning behind the code of ethics the author has created according to their believes and understanding of ethics. Finally, I will give a description of my ethical beliefs compared to other organization. A study of Lowes home improvement policies and procedures of ethics covers a large range of situations and provides clear and Persis instructions on the do’s and don’ts.

**Lowes Home Improvement Code of business conduct and Ethics**

After reading the policies and procedures on the code of business conduct and ethics for the Lowes home improvement organization. I was amazed at how much they cover from business conduct to ethical behavior. There are 11 section to their policy, to someone new to the organization that can be a bit overwhelming. From the reading, they have combined business conduct and ethical behavior all in one document. I feel that there should be a more of a division of the two, ethical behavior business conduct. This would help the new employees have a better understanding of what they are expected to do for Lowes.

**Verizon Code of Conduct**

Reading the code of conduct written for Verizon employees, they cover a much diverse section of problems, ranging from a healthy workplace to integrity and fairness in the marketplace. This is a company that wrote their policy to adapt to the ever changing world of technology and the people they service. According to Verizon, “We earn credibility with our customers, business providers and co-workers by keeping our commitments, acting with honesty and integrity and pursuing our company goals solely through ethical and professional conduct.”

**Code of Ethics Design**

When looking into the design for the code of ethics, I wanted to make sure it would cover the ethical behavior for the organization and the personnel ethical beliefs that are instilled into me from my military background and upbringing. This is not an easy task to achieve, you have to make sure you don’t place to much of your own personnel ethic beliefs, into what is best for the organization and the community. Below you will see the code of ethics I have designed to meet the needs of the organization and community.

**Code of Ethics**

***Performance of Each Other at Work***

Realizing our organization objectives is serious to our achievement, and the way we accomplish them is equally important. Our investors have faith and believe us to bring industry outcomes in an ethical, responsible way. Ethical abuses at any level in our institute can rapidly abolish the confidence and assurance and have substantial reputational, monetary and other magnitudes. Every employee will treat each other employee, every customer, every vendor, and all others met in the course of work with dignity and respect. Harassment of any kind in the place of work will not be accepted.

The above was written after completely reading the code of business conduct and ethics for Lowes home improvement and code of conduct for Verizon wireless. Both organizations have policies that cover a multitude of infraction. Each organization policies have four to eleven section to their policy on code of conduct. After reading each one the code of ethics I wrote above relates to both my ethical beliefs and what I feel is considered a good business practice of ethics. Comparing the two different organization to my ethical beliefs. I would have to say that most of what is related to ethical behavior, is completely on track with my own ethical behavior.

Trying to write or even portray what is good ethical business is as only as good, when it starts at the upper management and let is trickle down to the employees. “There’s no doubt that a code of ethics can be a vague document that has little impact on how members act.” (Verizon wireless) This statement rings true when we look back at a few names, ENRON, Martha Stewart, just a few to make you think what a piece of paper with some words typed onto it mean to the few.

 When writing a code of conduct/ethics policy, what should you take into consideration?

* You should make sure you distinguish what your ideal and minimum conditions would be. Make sure you identify the parts of the statement are the goals you would want the organization and each employee to strive for.
* When writing the code of ethics, make sure that the meanings and codes can be understood and achievable for the average employee. Make sure they are for ordinary circumstances.
* Make sure that you outline the morale values behind the codes.

Most codes of ethics cover conflicts of interest, records, funds, and assets, they go on to cover outside relationships, employee practices, and other practices. In retrospective to the codes of ethics, continual training on ethics should be completed every year with-in the organization. Along with continued engagement with participants will help control the ethical behavior of all employees.

Conclusion

When you are looking to start a business or you are involved with an organization that is established already. You may be asked to write or revise the code of ethics. When you look into what needs to be addressed or what changes need to help bring the policy up to speed with today’s generation. Do some research on other organization and see what they came up with for policies dealing with code of ethics issues. See if they apply to what organization you work for and make them something that will be a good fit for your policy. Never under estimate the power another employee of outside source has. They can convince someone to do something that is unethical or the individual makes a choice to do something unethical on their own. The ramification from one person doing something unethical in your organization can be devastating. Like the old saying goes, “it takes one bad apple to spoil the whole barrel.”

References

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**Wayne, I could read your voice in this document. This is s scholarly exercise that requires a thesis, synthesis of the literature, and the resulting inferences. The formatting issues are easily resolved, but should not be in a paper at this level. I push because I want you to succeed and at the next phase pf the program, this needs to be near perfect. Speaking about ethics, I want two messages to come across in this class: (1.) Structures precede outcomes—strong ethical structures increase the likelihood of ethical outcomes. (2.) Formal ethical programs are only as effective as the leadership who models, enforces, and rewards desired behaviors—nothing damages organizational ethics as “do as I say not as I do.”**

**Graduate school is about critical thinking and synthesis which results in new knowledge or a new paradigm. I hope the following general comments will enhance your perspective and provoke you into continue to dig deeper. As you write, ask yourself, “What is my thesis? What can I contribute to the reader that no one else can due to my unique perspective and experiences? What is it about this topic that can be applied to the real world? Is there an angle that has not been discussed?” Approaching it from this viewpoint helps you and the reader grow in new ways. As an undergraduate, it was typical to learn and then prove you had learned. Now, you are being asked to move to a higher level from knowledge, through comprehension, through application, past analysis, to synthesis, and finally to evaluation.**

**Synthesis = arrange, assemble, collect, compose, construct, create, design, develop, formulate, manage, organize, plan, prepare, propose, set up, write**

**Evaluation = appraise, argue, assess, attach, choose compare, defend estimate, judge, predict, rate, core, select, support, value, evaluate**

**Here are some things from Bloom’s Taxonomy (2010) to write, study, continue your journey in this course and through graduate school.**

**Blooms Level V: Synthesis**

**Compile information together in a different way by combining elements in a new pattern or proposing alternative solutions.**

**Keywords:**

**build, choose, combine, compile, compose, construct, create, design, develop, estimate, formulate, imagine, invent, make up, originate, plan, predict, propose, solve, solution, suppose, discuss, modify, change, original, improve, adapt, minimize, maximize, theorize, elaborate, test, happen, delete**

**Questions:**

**• What changes would you make to solve…? • How would you improve…?**

**• What would happen if…? • Can you elaborate on the reason…?**

**• Can you propose an alternative…? • Can you invent…?**

**• How would you adapt \_\_\_\_\_\_\_\_\_\_\_\_ to create a different…?**

**• How could you change (modify) the plot (plan)…? • What facts can you compile…?**

**• What way would you design…? • What could be combined to improve (change)…?**

**• Suppose you could \_\_\_\_\_what would you do…? • How would you test…?**

**• Can you formulate a theory for…? • Can you predict the outcome if…?**

**• How would you estimate the results for…? • What could be done to minimize (maximize)…?**

**• Can you construct a model that would change…? • How is \_\_\_\_\_ related to…?**

**• Can you think for an original way for the…? • What are the parts or features of…?**

**• Why do you think…? • What is the theme…? • What motive is there…?**

**• Can you list the parts…? • What inference can you make…? …? • What ideas justify…?**

**• What conclusions can you draw…? • How would you classify…?**

**• How would you categorize…? • Can you identify the different parts…?**

**• What evidence can you find…? • What is the relationship between…?**

**• Can you make the distinction between…? • What is the function of**

**Blooms Level VI: Evaluation**

**Present and defend opinions by making judgments about information, validity of ideas or quality of work based on a set of criteria.**

**Keywords:**

**award, choose, conclude, criticize, decide, defend, determine, dispute, evaluate, judge, justify, measure, compare, mark, rate, recommend, rule on, select, agree, appraise, prioritize, opinion, interpret, explain, support importance, criteria, prove, disprove,
assess, influence, perceive, value, estimate, deduct**

**Questions:**

**• Do you agree with the actions/outcome…? • What is your opinion of…?**

**• How would you prove/ disprove…? • Can you assess the value or importance of…?**

**• Would it be better if…? • Why did they (the character) choose…?**

**• What would you recommend…? • How would you rate the…?**

**• How would you evaluate…? • How would you compare the ideas…? the people…?**

**• How could you determine…? • What choice would you have made…?**

**• What would you select…? • How would you prioritize…? • How would you justify…?**

**• What judgment would you make about…? • Why was it better that…?**

**• How would you prioritize the facts…? • What would you cite to defend the actions…?**

**• What data was used to make the conclusion…?**

**• What information would you use to support the view…?**

**• Based on what you know, how would you explain…?**

 **(www.bloomstaxonomy.org, 2010, ¶ 3).**