

WIDE AWAKE BUSINESS ETHICS PRESENTATION

*Ethics encompasses moral principles and values that steer individuals or groups in **discerning right from wrong and determining appropriate behavior**. Rooted in philosophy, it addresses questions on morality, justice, virtue, and human conduct. **Ethics furnishes a structure for assessing and deciding on suitable actions within specific contexts**. It entails weighing the outcomes of actions, their underlying intentions, and the rights and obligations of individuals and collectives.*



The experts in aging well.

Aging Life Care Association Code of Ethics

Integrity

An Aging Life Care Professional is honest, diligent, and accountable in the provision of service. An Aging Life Care Professional always acts in a manner that is consistent with the professional values stated in this Code.

Loyalty and Responsibility

An Aging Life Care Professional is trustworthy and dependable in all aspects of both professional and business relationships. An Aging Life Care Professional maintains confidentiality, avoids conflicts of interest, and always pursues the best interest of clients.

Promoting Benefit and Avoiding Harm

An Aging Life Care Professional promotes clients' interests, values, and welfare in order to maximize benefits and avoid harm. An Aging Life Care Professional is aware of potential conflicts that may arise when balancing the benefits and risks of interventions being considered. An Aging Life Care Professional strives to assure that vulnerable clients' individual choices are maximized to the greatest extent possible.

Respect for Clients' Rights and Dignity

An Aging Life Care Professional treats clients with respect, as complete individuals with their own history, narrative, and unique cultural identity. An Aging Life Care Professional respects the rights of each client, including the right to privacy, and, for the vulnerable client, strives to balance client autonomy with the need for protection and safety.

Justice

An Aging Life Care Professional behaves in a just and fair way in all professional and business relationships. An Aging Life Care Professional does not promote or sanction any form of discrimination such as discrimination based on race, ethnicity, gender, religion, sexual orientation, national origin, disability, or socioeconomic status.

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Pros and Cons

Pros:

1. **Guidance:** Ethics provide a framework of principles and values that guide individuals and organizations in making decisions and actions that are morally sound and socially acceptable. This guidance helps maintain integrity and promotes trustworthiness.
2. **Protection:** Ethical principles serve as a safeguard against harm, exploitation, and injustice. They establish boundaries and standards of behavior that protect the rights, dignity, and well-being of individuals and communities.
3. **Promotion of Goodness:** Ethics encourage actions that promote positive outcomes and contribute to the greater good of society. By adhering to ethical standards, individuals and organizations can actively work towards creating a more just, compassionate, and sustainable world.
4. **Building Trust:** Consistently acting in accordance with ethical principles fosters trust and credibility. Trust is essential in personal relationships, professional interactions, and societal institutions. Ethical behavior enhances trustworthiness and strengthens relationships.
5. **Personal Growth:** Engaging in ethical reflection and decision-making can contribute to personal growth and development. It encourages individuals to cultivate virtues such as honesty, integrity, empathy, and compassion, which are essential for leading fulfilling and meaningful lives.

Cons:

1. **Complexity and Ambiguity:** Ethical dilemmas often involve complex situations where there may be conflicting values, interests, and perspectives. Navigating these complexities can be challenging, and there may not always be clear-cut solutions or right answers.
2. **Subjectivity and Relativism:** Ethics can be influenced by cultural, religious, and individual beliefs, leading to differences in moral judgments and interpretations. What is considered ethical in one context or culture may be perceived differently in another, leading to moral relativism and disagreements.
3. **Moral Dilemmas:** Ethical principles sometimes conflict with each other, leading to moral dilemmas where individuals must weigh competing values and make difficult choices. These dilemmas can cause stress, moral distress, and uncertainty about the right course of action.
4. **Resistance and Opposition:** Upholding ethical principles may encounter resistance from individuals or institutions motivated by self-interest, profit, or power. Challenging unethical practices or speaking out against wrongdoing can lead to backlash, retaliation, or social ostracism.
5. **Limitations of Enforcement:** While ethical codes and standards provide guidance, they may lack effective mechanisms for enforcement and accountability. Violations of ethical principles may go unnoticed or unpunished, undermining the credibility and effectiveness of ethical frameworks.

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Scenarios

Case 1

- A cognitively compromised female in her late 80's is assigned a court appointment guardian. The case is staffed with 24 x7 caregivers while the court decides on the authenticity of a recent marriage. Because this client enjoys male company, the guardian hires a friendly male visitor to engage her on a weekly basis. One of the aides decides to leave the job but before she does, she discloses to the care manager that the client has been engaging in sexual intercourse with the friendly visitor for an extended period time.

Case 2

- A care manager employed by a well-regarded practice has recommended a specific licensed agency to provide 168 hours in home caregivers to their client per week. Although a sleep-in worker was all that was necessary, the family has the means to pay for split-shift care at almost double the cost. The client and the client's family are very satisfied; they trust the caregivers and the care manager. However, the care manager's employer discovers that the agency has been sending the care manager a monetary gift for "consulting services". These payments, sent monthly, are based on a percentage of the monthly billable caregiver hours, and will be paid for as long as the case is active with the agency.