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EMPLOYER ENGAGEMENT
QUICK GUIDE | PRINCIPLES OF ETHICS

Most ethical models identify six primary principles that guide professional ethics. These principles help us stay within the character boundaries that should be exemplified within the work of Employer Engagement. Ethical character is inclusive of both our actions (our "doing") and who we are (our "being"). The six ethical principles below include examples of real cases when ethical principles had to be considered in making a decision:

1. Autonomy: the right to self-determination of choice, freedom of control

Example–A field office has asked for help in reaching out to local taverns on behalf of a job seeker who wants to become a bartender. You happen to know that this individual is a recovering alcoholic.

2. Beneficence: doing good; contributing to the beneficiary's well-being

Example–Your agency has prioritized a sector strategy focusing on hi-tech firms and you have invested quite a bit of time in developing relationships with several of them. Given that your agency is currently in Order Of Selection (OOS), you're not seeing a very good match between the businesses' priorities and the skills/interests of current job seekers. Do your actions have a reasonable expectation of assisting job seekers in achieving their vocational goals?

3. Nonmaleficence: do no harm by not taking detrimental or withholding actions

Example–Employer XYZ always has lots of positions open and it's not just because they are expanding their business operations. By reputation, this is a tough place to work, and people don't stay long even though the pay is good – they are expected to put in long hours and are evaluated ruthlessly as part of the corporate culture. Is there a danger of job seekers being harmed by going to work there? Do you invest in cultivating this employer?

4. Justice: fairness & equity how we treat others and provide resources

Example–Some businesses are just easier to serve than others. You have a great relationship with a local banking company that has resulted in several placements as well as ongoing invitations to provide training and consultation to their local branches – you could practically spend all of your time there. It has been harder for you to reach out to smaller businesses, especially those that are in the more rural areas of your territory or that provide services you're less familiar with, even though some job seekers might be more interested in those opportunities.

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5. Fidelity: trustworthiness, faithfulness, keeping one's word & promise

Example–You got excited when one of your targeted businesses expressed an interest in having you come in to do training on inclusion and accommodation. You agreed on some dates and the business started working on logistics. Now you realize that you really don't have time to follow through on this commitment, and it doesn't seem like investing that much time in one business is really going to be worth it.

6. Veracity: being honest, telling the truth

Example–Employer XYZ wants to know more about the job seekers, not relevant to the open positions, being served by your VR agency. Given that one of the ethical standards is to provide accurate and relevant information and not abusing your position of trust through misstating or withholding information, how do you balance that with the job seekers' right to confidentiality?