

ETHICS AND THE IMPERATIVE OF ATTITUDINAL CHANGES

A PRESENTATION @ AT THE ANNUAL RETREAT OF THE FIRST TECHNICAL UNIVERSITY, IBADAN.

The background of the lower half of the slide is a photograph of a modern university building with a peach-colored facade and white columns. A person in a wheelchair is visible near the entrance. The foreground is a gravel-paved area.

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OUTLINE

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Definitions

- **Ethics** are a **system of rules for behaving** with morals. They are a set of ideas and principles that guide us in deciding whether our behaviour will help or harm a person or situation.
- Ethics is about being fair and honest.
- Generally, ethical behavior is doing the right thing and adhering to professional standards.



Definitions

Ethics is

- moral principles that explain what is right or wrong, good or bad and what is appropriate or inappropriate in various setting (Kiston, 1996).
- the guiding values, principles and standards that help people determine how things ought to be done (Bucholz, 2003).
- a set of standard of right and wrong established by a particular group and **imposed on members of that group as a means of regulating and setting limit on behavior**, Judith (2003).

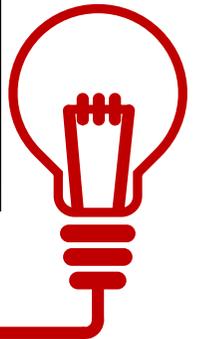
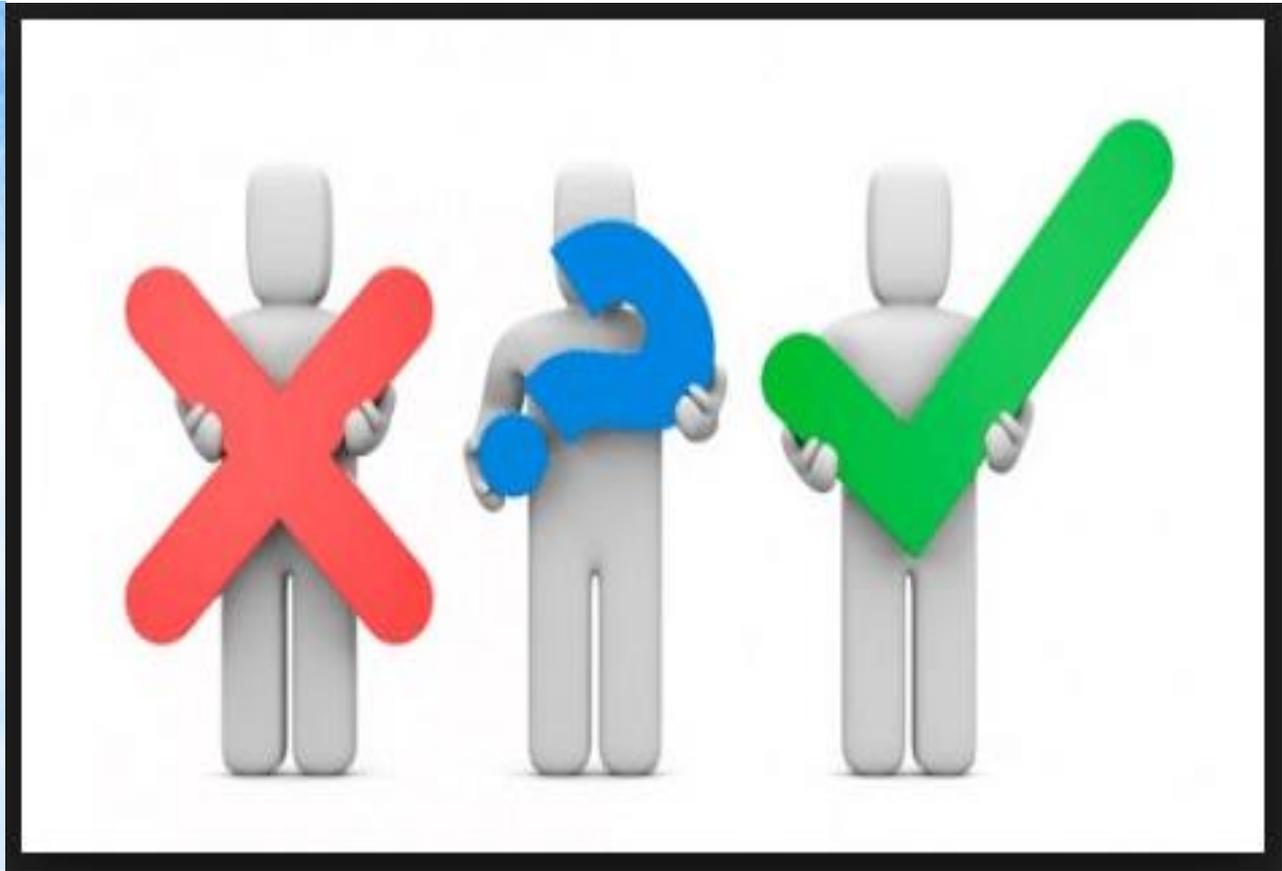


Definitions

- All members of the University are expected to behave ethically at all times, that is, **doing the right thing and adhering to professional standards, rather than what is thought, wished, easy or convenient.**



Ethical Conduct in the Workplace



Ethical Conduct in the Workplace

The Workplace is guided by **rules and regulations** that all members of the Community-management, staff, and students, are expected to adhere to.



Ethics Statement

- **Why is Ethics is Important?**

Because everyone has their own culture, beliefs and morals, personalities, there can sometimes be differences in opinion, which can lead to differences in our actions.

Hence the need for **Ethics Statements**



Ethics Statement

- **Ethics Statement** details the ethical values and principles that are expected of all staff and students as members of the Tech-U community.
- It is comprised of **general principles**, which guide individuals in their decision-making. It should inspire us, and challenge us to identify, consider, discuss and resolve ethical questions.



Ethics Statement



Purpose

- Pursuit of the University's mission of teaching, research and public service requires a shared commitment to the core values of the University as well as a commitment to the ethical conduct of all University activities. In that spirit, the **Standards of Ethical Conduct** are a statement of our belief in ethical, legal and professional behavior in all of our dealings inside and outside the University.

<https://policy.ucop.edu/doc/1100172/EthicalValuesandConduct>



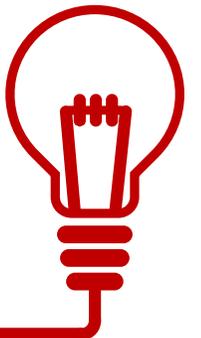
Ethics vs. Conduct



Codes of Ethics govern decision-making, while

Codes of conduct govern actions,

The two represent two common ways that institutions self-regulate.



Ethics vs. Conduct



Ethical standards generally are wide-ranging and non-specific, designed to provide a set of values or decision-making approaches that enable employees to make independent judgments about the most appropriate course of action.

Conduct standards generally require little judgment; you obey or incur a penalty, and the code provides a fairly clear set of expectations about which actions are required, acceptable or prohibited.



Ethics Standards

Integrity

Conduct ourselves with Integrity in our dealings and on behalf of the University

Excellence

conscientiously strive for excellence in our work.

Accountability

responsible and accountable as individuals and as members of this community for our actions ethical conduct and for compliance with applicable laws and University policies and directives.

Confidentiality

handle and official information and access to such information with utmost secrecy



Ethics Standards

Honesty

transparency and truthfulness
Avoid any form of cheating, lying, fraud, theft, extortion or other dishonest behaviours.

Transparency

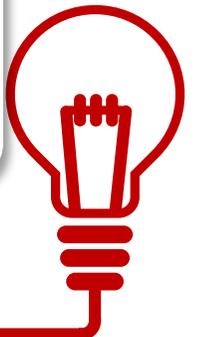
requirement for the open disclosure of information on all actors

Stewardship of Financial and other Resources

manage and utilize university funds and resources only for University's duties, functions and services

Commitment to Continuous Improvement

Progressive learning and skill acquisition for efficiency and work performance



Tech-U Ethics Statement



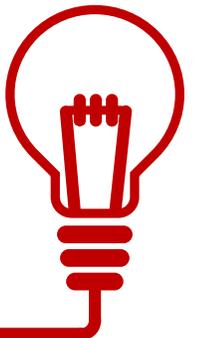
- **Tech-U as a Place for People to Work and Study**
 - ✓ Treat each other with honesty, fairness, mutual respect and be responsible in the exercise of power.
 - ✓ Harness each person's diversity promoting equality and inclusivity. Be open to different perspectives and attitudes. We respect the inherent dignity, beliefs and human rights of all individuals.
 - ✓ Be responsible and accountable for our decisions and actions as individuals and as an organisation.



Tech-U Ethics Statement



- **Tech-U as a Learning, Teaching and Research Institution**
 - ✓ Act with integrity, transparency and professionalism at all times, as these are fundamental to the University's endeavours in learning, teaching and research.
 - ✓ Submitting outputs only when founded on honest effort and personal achievement.
 - ✓ Value freedom of thought and of expression.



Tech-U Ethics Statement



- **Tech-U as a Learning, Teaching and Research Institution**
 - ✓ Acknowledge our responsibility to treat both humans and animals humanely and ethically.
 - ✓ Promote the empowerment of individuals through learning, and the empowerment of society through research



Tech-U Ethics Statement



- **Tech-U in Society**

- ✓ In advancing knowledge, strive to achieve social justice for all and to redress past wrongs.
- ✓ Act responsibly to promote, and to contribute to the achievement of, environmental sustainability.
- ✓ Acknowledge our responsibility to contribute to the communities in which we operate.



Ethical Decision Making



Things to think about

When dealing with an ethical issue, staff and students are expected to think about the following:

- Making the decision
 - ✓ Does any specific legislation or University policy/procedure apply?
 - ✓ What values are relevant from the Ethics Statement?
 - ✓ Whose interests are potentially affected? (Mine, other people, the University's) etc...



Ethical Decision Making

- Making the decision
 - ✓ What are my options and the consequences to stakeholders?
 - ✓ What are my duties and obligations?
 - ✓ Which option treats people equally or fairly?
 - ✓ Should I discuss the issue with my supervisor or another senior staff member.



FINAL NOTE



NO ROOM FOR ARBITRARINESS IN DECISION-MAKING AND CONDUCT

Everyone has responsibility to adhere to the codes





Thank You