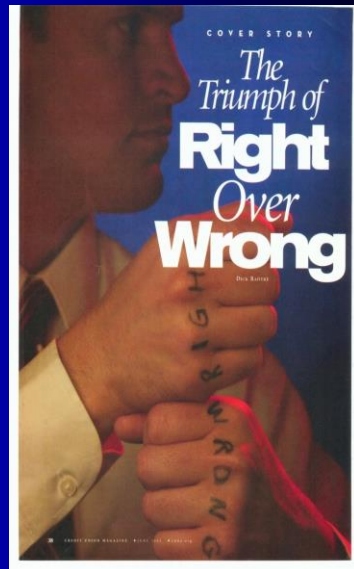


Comparative Ethics Session

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Joy Erdman, MS, CIH, CSP

AIHA Potomac Chapter &
AHMP National Capital Chapter PDS
at
The Johns Hopkins School of
Public Health

February 23, 2015
2 hours



Today's Plan

1. Discuss the various codes of ethics, comparing them with our occupational health (CIH) and safety (CSP) lenses
2. Distribute assignments for case study & learn background on fracking
3. View Ethics of Fracking Video from your assigned perspective (See Teams on next slide)
4. Team Break-Out to discuss respective code of ethics and dilemmas/options
5. Teams present their findings, including conflicts within the team, and how they would act using their respective code of ethics.
6. Summarize how our codes of ethics (CIH and CSP) are similar and different from other codes of ethics/conduct used for this case study.
7. Summarize what we've learned

Teams -

All will have CIH and CSP Codes of Ethics, plus one of these:

- C = Congress (House and Senate Code of Official Conduct)
- E = Engineers – Petroleum, Civil, etc.
- F = Federal Government (EPA, OSHA, USGS, etc.) – U.S. Gov't Code of Ethical Conduct for Gov't Officers & Employees
- H = Homeowners
- I = Industry – Sample Business Codes of Ethics/Conduct and Business Ethics from Wiki
- L = Lobbyists – Association of Government Relations Professionals Code of Ethics
- M = Media/Journalists – Society of Professional Journalists Code of Ethics
- P = Physicians
- R = Religious Leaders – Ten Commandments, Golden Rule
- S = State & Local Government – Pennsylvania and Texas Codes of Ethics
- U = Us (ESH Pro's)
- Other? (e.g., Geologists, etc.)

Personal ethical standards

- A. Professional ethics
Obligation Levels (Personal, Organizational, Societal)
- B. Think about your ethics before you need to use them
- C. When to take a stand
- D. Remember who you're really working for:
THE WORKER (in occupational settings)
THE PUBLIC (in environmental settings)

What is fracking?

“Fracking” is short for hydraulic fracturing, a method to recover oil and gas from shale rock. Oil companies drill deep into the earth and, using great pressure, inject millions of gallons of water mixed with chemicals into oil and gas-rich shale rock. The resulting pressure fractures the rock layers and releases natural gas or oil. Sand is also injected into the fractures to keep the fissures open and allow the oil or gas to flow.

- Fracking is controversial because the chemical-infused water may find its way into fresh water aquifers.
- Oil companies assure area residents that fracking and its wastewater are safe and pose no threat to drinking water.
- Many public interest and environmental groups want companies to issue full disclosure about individual fracking operations and the chemicals used during the process, but companies counter that they already abide by environmental laws and regulations, mostly because the oil and gas industries are exempted from several major Federal environmental regulations (i.e., CWA, SDWA, NEPA, RCRA, EPCRA, & CERCLA).

Benefits of Fracking

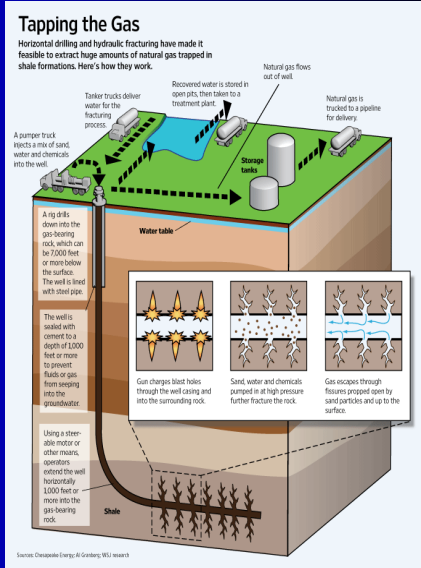
- Jobs
- Energy independence and less dependence on oil
- Promise of clean, affordable fuel



What can go wrong?

Here are some examples:

- 1. Blowout:** Pressurized fluid and gas can explode out the wellhead.
- 2. Air Pollution:** Exhaust from trucks, methane burn off and wastewater evaporation can foul the air near a drill site.
- 3. Wastewater Overflow:** Chemicals used in the fracking fluid are sometimes stored in open pits that can overflow during rain, leach out, and emit hazardous vapors, etc.
- 4. Home Explosions:** Displaced methane can collect in homes and lead to explosions.
- 5. Gas Leak:** Methane can travel through cracks in the cement around the well and enter the water table.
- 6. Other Leaks:** Some worry site-specific geology could allow fracking fluid to flow up into higher strata and contaminate the water table.
- 7. Earthquakes:** Evidence is growing that suggests a link between high pressure injections and increased earthquakes and sinkholes.



Comparative Ethics Case Study

Topic: Fracking

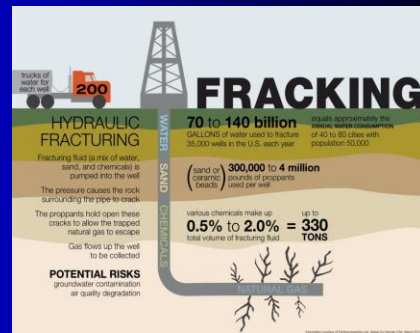
- Video Clip on Ethics of Fracking
- Review how your team is involved with fracking. View thru the vantage of your team's code of ethics and compare it with the CIH and CSP codes of ethics, using discussion points below.

- C = Congress (House & Senate)
- E = Engineers (Petroleum, Civil, etc.)
- F = Federal Govt (EPA, OSHA, DOE, etc.)
- H = Homeowners
- I = Industry
- L = Lobbyists
- M = Media/Journalists
- P = Physicians
- R = Religious Leaders
- S = State/Local Govt
- U = Us (ESH Pro's)

1. What are some ethical dilemmas related to your team and fracking?
2. Compare & contrast code of ethics for your team with CIH & CSP?
3. How ethically is your team behaving based on their code of ethics?
4. What opportunities for improvement do you see?
5. If time permits, have further discussions regarding resolving conflicts among differing opinions.

Video: Ethics of Fracking

- <http://preservethebeartoothfront.com/2014/01/22/video-the-ethics-of-fracking/>
- <https://www.youtube.com/watch?v=O-OuvzwkKW0&feature=youtu.be>
- <http://www.youtube.com/watch?v=O-OuvzwkKW0>



Comparative Ethics Case Study Presentations

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Discussion Items

1. What are some ethical dilemmas related to your team and fracking?
2. Compare & contrast code of ethics for your team with CIH & CSP?
3. How ethically is your team behaving based on their code of ethics?
4. What opportunities for improvement do you see?
5. If time permits, have further discussions regarding resolving ethical dilemmas among differing opinions/codes of ethics.

What did you learn?

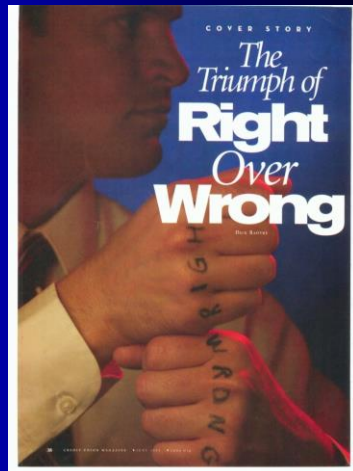


Some of the things we've learned

- Fracking poses many ethical dilemmas
- Resolving ethical dilemmas is NOT easy
- Being in compliance may not be enough
- Codes of ethics keep us from doing really dumb things
([Why Smart People Do Dumb Things: The Greatest Business Blunders and How They Could Have Been Prevented](#), pp. 248 – 249: Join an ethical community)
- Codes of ethics help us make better decisions
- Codes of ethics help us face dilemmas and look for win-win opportunities
- Codes of ethics help us feel good about ourselves
- Codes of ethics help us to help others solve complex problems

Ethics Session : How did we do?

- ✓ Discuss Personal Ethical Standards
- ✓ Browse ABIH Ethics
- ✓ Scan BCSP Ethics
- ✓ Compare & contrast CIH/CSP with other professional groups
- ✓ Learn basics of Fracking & ethical dilemmas
- ✓ Participate in Small Team Discussion and make presentation to all
- ✓ Summarize what we've learned
- ✓ Obtain references for future use



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We'd like to hear from you:

1. Did you learn from each other about different codes of ethics?
2. Did you see similarities and differences in codes of ethics?
3. Did you see individuals who appeared NOT to follow their code of ethics?
4. Other comments/questions/ideas?
5. Are you an ethical leader? next slide

Are You an Ethical Leader?

- Be a role model of integrity
- Set ethical standards for your organization
- Provide ethics training
- Enhance workplace relationships
- Illustrate transparency
- Ensure compliance with ethical standards

- From Mahatma Gandhi:
"There are seven things that will destroy us:
 - Wealth without work
 - Knowledge without character
 - Politics without principle
 - Business without ethics"
 - Pleasure without conscience
 - Religion without sacrifice
 - Science without humanity

Reference: Washington Post 23 Mar 14 Joyce Russell , Director of the executive Coaching and Leadership Development Program, U of MD School of Business

Thank You
for
Attending
and
Sharing Your Ideas

Back up

AMERICAN BOARD OF INDUSTRIAL HYGIENE CODE OF ETHICS (CIH)

I. Responsibilities to ABIH, the profession and the public.

- A. Certificant and candidate compliance with all organizational rules, policies and legal requirements.
 - 1. Comply with laws, regulations, policies and ethical standards governing professional practice of industrial hygiene and related activities.
 - 2. Provide accurate and truthful representations concerning all certification and recertification information.
 - 3. Maintain the security of ABIH examination information and materials, including the prevention of unauthorized disclosures of test information.
 - 4. Cooperate with ABIH concerning ethics matters and the collection of information related to an ethics matter.
 - 5. Report apparent violations of the ethics code by certificants and candidates upon a reasonable and clear factual basis.
 - 6. Refrain from public behavior that is clearly in violation of professional, ethical or legal standards.

AMERICAN BOARD OF INDUSTRIAL HYGIENE CODE OF ETHICS

II. Responsibilities to clients, employers, employees and the public.

- A. Education, experience, competency and performance of professional services.
 - 1. Deliver competent services with objective and independent professional judgment in decision-making.
 - 2. Recognize the limitations of one's professional ability and provide services only when qualified. The certificant/candidate is responsible for determining the limits of his/her own professional abilities based on education, knowledge, skills, practice experience and other relevant considerations.
 - 3. Make a reasonable effort to provide appropriate professional referrals when unable to provide competent professional assistance.
 - 4. Maintain and respect the confidentiality of sensitive information obtained in the course of professional activities unless: the information is reasonably understood to pertain to unlawful activity; a court or governmental agency lawfully directs the release of the information; the client or the employer expressly authorizes the release of specific information; or, the failure to release such information would likely result in death or serious physical harm to employees and/or the public.

AMERICAN BOARD OF INDUSTRIAL HYGIENE CODE OF ETHICS

II. Responsibilities to clients, employers, employees and the public (Continued)

- A. Education, experience, competency and performance of professional services (continued).
 - 5. Properly use professional credentials, and provide truthful and accurate representations concerning education, experience, competency and the performance of services.
 - 6. Provide truthful and accurate representations to the public in advertising, public statements or representations, and in the preparation of estimates concerning costs, services and expected results.
 - 7. Recognize and respect the intellectual property rights of others and act in an accurate, truthful and complete manner, including activities related to professional work and research.
 - 8. Affix or authorize the use of one's ABIH seal, stamp or signature only when the document is prepared by the certificant/candidate or someone under his/her direction and control.

AMERICAN BOARD OF INDUSTRIAL HYGIENE CODE OF ETHICS

II. Responsibilities to clients, employers, employees and the public (Continued)

- B. Conflict of interest and appearance of impropriety.
 - 1. Disclose to clients or employers significant circumstances that could be construed as a conflict of interest or an appearance of impropriety.
 - 2. Avoid conduct that could cause a conflict of interest with a client, employer, employee or the public.
 - 3. Assure that a conflict of interest does not compromise legitimate interests of a client, employer, employee or the public and does not influence or interfere with professional judgments.
 - 4. Refrain from offering or accepting significant payments, gifts or other forms of compensation or benefits in order to secure work or that are intended to influence professional judgment.

AMERICAN BOARD OF INDUSTRIAL HYGIENE CODE OF ETHICS

II. Responsibilities to clients, employers, employees and the public (Continued)

C. Public health and safety.

1. Follow appropriate health and safety procedures, in the course of performing professional duties, to protect clients, employers, employees and the public from conditions where injury and damage are reasonably foreseeable.

Effective Date: May 25, 2007

Board of Certified Safety Professionals

(CSP)

CODE OF ETHICS AND PROFESSIONAL CONDUCT

This code sets forth the code of ethics and professional standards to be observed by holders of documents of certification conferred by the Board of Certified Safety Professionals. Certificants shall, in their professional safety activities, sustain and advance the integrity, honor, and prestige of the safety profession by adherence to these standards.

Standards:

1. Hold paramount the safety and health of people, the protection of the environment and protection of property in the performance of professional duties and exercise their obligation to advise employers, clients, employees, the public, and appropriate authorities of danger and unacceptable risks to people, the environment, or property.
2. Be honest, fair, and impartial; act with responsibility and integrity. Adhere to high standards of ethical conduct with balanced care for the interests of the public, employers, clients, employees, colleagues and the profession. Avoid all conduct or practice that is likely to discredit the profession or deceive the public.
3. Issue public statements only in an objective and truthful manner and only when founded upon knowledge of the facts and competence in the subject matter.
4. Undertake assignments only when qualified by education or experience in the specific technical fields involved. Accept responsibility for their continued professional development by acquiring and maintaining competence through continuing education, experience and professional training and keeping current on relevant legal issues.

Board of Certified Safety Professionals

CODE OF ETHICS AND PROFESSIONAL CONDUCT (continued)

Standards (continued)

5. Avoid deceptive acts that falsify or misrepresent their academic or professional qualifications. Not misrepresent or exaggerate their degree of responsibility in or for the subject matter of prior assignments. Presentations incident to the solicitation of employment shall not misrepresent pertinent facts concerning employers, employees, associates, or past accomplishments with the intent and purpose of enhancing their qualifications and their work.
6. Conduct their professional relations by the highest standards of integrity and avoid compromise of their professional judgment by conflicts of interest. When becoming aware of professional misconduct by a BCSP certificant, take steps to bring that misconduct to the attention of the Board of Certified Safety Professionals.
7. Act in a manner free of bias with regard to religion, ethnicity, gender, age, national origin, sexual orientation, or disability.
8. Seek opportunities to be of constructive service in civic affairs and work for the advancement of the safety, health and well-being of their community and their profession by sharing their knowledge and skills.

Approved by the BCSP Board of Directors, November 2012.

National Society of Professional Engineers (NSPE)

CODE OF ETHICS FOR PROFESSIONAL ENGINEERS

Engineers must perform under a standard of professional behavior that requires adherence to the highest principles of ethical conduct.

I. Fundamental Canons:

1. Hold paramount the safety, health, and welfare of the public.
2. Perform services only in areas of their competence.
3. Issue public statement only in an objective and truthful manner.
4. Act for each employer or client as faithful agents or trustees.
5. Avoid deceptive acts
6. Conduct themselves honorably, responsibly, ethically, and lawfully to enhance the honor, reputation, and usefulness of the profession.

II. Rules of Practice (5)

III. Professional Obligations (9)

Publications Date: July 2007

Comparative Ethics Case Study Topic: Ethics of Fracking

- Following the Team Presentations Mayor Led Town Hall Meeting

I = Industry

H = Homeowners

L = Local Government

S = State Government

E = Environmental Groups

M = Media

O = Others

1. How did you feel about the role you were playing?
2. How did comparing codes of ethics help you?
3. What would you like to see change to reduce ethical dilemmas related to fracking?
4. What could you do?

Discussion Questions for Each Team:

1. Review how this team views fracking. For each team, group, pick out the top three - five reasons to support your position.
2. Is industry fully disclosing the actions they have taken to protect the environment, the public and their workers?
3. What action should you take as a safety and health professional in this matter?
4. What action should you request of your professional organizations?
5. What action should you request of your Congressmen/women?

Ethics Case Study Topic: Ethics of Fracking

- The Mayor Led Town Hall Meeting

I = Industry

L = Local Government

E = Environmental Groups

O = Others

H = Homeowners

S = State Government

M = Media

Back-up Ethical Standards: 2013 Large Group Case Study

- PBS Cell Phone Tower Deaths
- How Subcontracting affects worker safety, Frontline May 22, 2013:

<http://www.pbs.org/wgbh/pages/frontline/cell-tower-deaths/>

Let's watch and identify
some of the ethical issues

Joint AIHA/ACGIH Member Ethical Principles

- Approved by ACGIH Board of Directors and AIHA Board of Directors in 2007
- Available on AIHA and ACGIH member websites (3 pages)
- Highlights:
 - I. Responsibilities to the Professional Organizations, the Profession and the Public (7 items)
 - II. Responsibilities to Clients, Employers, Employees and the Public
 - A. Ethical Professional services (9 items)
 - B. To Satisfy possible conflicts of interest (4 items)
 - C. Concerning public health and safety (3 items)

International Code of Ethics for Occupational Health Professionals

- International Commission on Occupational Health (ICOH) (Rome Italy).
- First issued in 1992. Updated in 2002
- Available at:
http://www.icohweb.org/site_new/multimedia/core_documents/pdf/code_ethics_eng_2012.pdf
- Reviewed at ICOH 2012 Congress:
http://icoh.confex.com/icoh/2012/webprogram/Handout/id152/S012_SS012-2.pdf

International Code of Ethics for Occupational Health Professionals *continued*

□ Duties and Obligations of OH Pro's:

- Aims & Advisory Role
- Knowledge & expertise
- Development of policy & programs
- Emphasis on prevention and prompt action
- Follow-up on remedial actions
- Safety & health info
- Commercial secrets
- Health surveillance
- Info to the worker
- Info to the employer
- Danger to a 3rd party
- Biological monitoring & investigations
- Health promotion
- Protection of community & environment
- Contribution to scientific knowledge

International Code of Ethics for Occupational Health Professionals *continued*

□ Condition of execution of the functions of OH Pro's:

- Competence, integrity & impartiality
- Professional independence
- Equity, non-discrimination & communication
- Clause on ethics in contracts of employment
- Records
- Medical confidentiality
- Collective health data
- Relationships with health pro's
- Combating abuses
- Relationships with social partners
- Promoting ethics and professional audit

Imagine Exercise

Imagine that you're 95 years old and almost ready to die. But first you are given the opportunity to go back in time and give personal and professional wisdom to your younger self?

What are the common themes that most people select?

- ✓ Reflect on life in order to find happiness now
- ✓ Friends and family
- ✓ Follow your dreams

The answers were never about money. They were always about happiness, relationships and following dreams, never money.

So, live ethically and value the important work that you do in your profession.

Reference: [What Got You Here Won't Get You There](#), Marshall Goldsmith, Hyperion, 2007, pp. 221-223.

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Reference: [What Got You Here Won't Get You There](#), Marshall Goldsmith, Hyperion, 2007, pp. 221-223.

Halliburton Loophole:

http://en.wikipedia.org/wiki/Exemptions_for_hydraulic_fracturing_under_United_States_federal_law

References

- Will be provided in class and will be included in protected website posting.
- Video clips from:
 - Ethics of Fracking:
<http://www.youtube.com/watch?v=O-OuvzwkKW0>
 - Gasland 1 and 2