Code of Ethics

[Name of Student]

[Name of Institution]

**Developing an Ethics code for a fictional Organization**

This code of ethics is meant for an organization in the health sector.

**Harassment Issues**

There are a large number of instances where both husband and wife are working to cover the expenses of the whole family. Our organization will have zero tolerance policy for harassment cases at workplace. Harassment will be clearly defined as any behavior that disturbs the women and does not come in the normal course of work. There will be special officers to investigate and report on any such activity. This issue is important because it will make the organization a safer place to work for females. This is especially important in organizations involved in nursing and other professions performed by the women alongside men.

**Following the merit**

Our company will follow a policy to put the right person for right job which will increase the efficiency levels at the work place. The work force will be selected on open merit which means that there will be equal opportunity for all people to be selected. People will not leave the job in the short-run which means that organization will not have to recruit and train employees off and on. Some external agency may be hired to implement proper merit in hiring.

**No to Racism**

There will be no discrimination in our organization on the basis of race. We will seek the relevant talents for the organization irrespective of racial discrimination.

**Ban on Political discussion**

Political discussion can infuriate individuals and detract them from their original work. This kind of discussion can also result in dividing the employees into groups supporting different political thoughts. Due to these reasons, no political discussions will be allowed at the work place and close circuit hidden cameras will be placed at various places to ensure that there is no violation of this code of ethics.

**No Religious Discussion**

Just as different people have different political views, religious views of people also differ. In fact, these views can create much more problems if discussed in the work place as compared to the political views. There will be zero tolerance in our organization about any religious discussion or any discrimination on the bases of religion.

**No Corruption will be tolerated**

Corruption comes in many ways and forms but the basic meaning of corruption is the misuse of power especially by those who are in power. In our organization, there will be not tolerance for any corrupt practices in our organization. This is also implemented because reporting of such practices in media will defame the organization and demotivate the employees at the same time (Wang & You, 2012). There will be special rewards for the whistle blowers i.e. those employees who disclose some relevant corruption case.

**Social Responsibility**

Social responsibility covers areas of concern for all stakeholders. Our organization will follow the aggregative approach to social responsibility so that its overall image in the society is improved.

**Integrity**

The employees will be considered equally important for the organization. This will help the organization to achieve its goals with a combined effort of all the employees.

**Minimizing Risk**

There are many types of risks involved for employees while working in the health sector. Employees can catch various diseases from the patients (Laaser, Back, Eliakimu, Czabanowska, & Leuddeke, 2018). There will be ample training given to the employees so that they can save themselves from any such happening.

**Working with patients or clients**

Patients are valuable customers in the health care sector. Our organization will not tolerate any misconduct with any of the customers in any case. Special training will be provided to the employees who will come in direct contact with customers. An unhappy customer will affect company reputation badly.

# **References**

Laaser, U., Back, P. S., Eliakimu, E., Czabanowska, K., & Leuddeke, G. (2018). A code of Ethical conduct for the public health profession. *South Eastern European Journal of Public Health*, 1-26.

Wang, Y., & You, J. (2012). Corruption and firm growth: Evidence from China. *China Economic Review*, 415-433.