



HOW TO BUILD AN ETHICAL CULTURE

The following are items you might consider in creating an ethical culture.

Executive commitment

- Cultures start from the top and it's important that the CEO's commitment to business ethics is clearly delineated in some kind of document.
- Further, there ought to be a process to make sure that this commitment is clearly and regularly communicated to your employees.
- A company mission statement and a summary of your company's guiding values and principles.

Company ethics program

- A process for making sure the company's ethics program is communicated to employees and other company constituents.
- A process for ensuring that employees throughout the organization understand and accept the company's ethical standards as indicated by survey results, internal audits, or practical examples.

Conflict resolution procedures

- A mechanism your company offers to employees for reporting or seeking counsel on ethics related issues in a confidential manner.
- A process for the resolution of ethical issues and challenges.

Demonstration of sound ethical business practices

- A process for focusing on diversity and looking for ways to be an inclusive organization that makes full use of the contributions of all employees.

Demonstration of commitment to stakeholders

- Creation of an environment that is safe and free from harassment or inappropriate discriminatory behavior.
- A process for employees to develop and grow professionally.
- A system to measure the sound ethical conduct of employees and for this measurement to be tied to your company's compensation structure?
- A strategic plan for corporate commitment to community, such as support of civic and charitable endeavors through gifts of time, materials or money.