

Ethical Questions

Below are a list of questions we received as we prepared for this presentation. Most, hopefully all, will be answered in the time allotted.

1. What is the difference between illegal and unethical?
2. Can an HR person be held personally liable for participating in an illegal process?
3. Can an HR person be held personally liable for participating in an unethical process?
4. How to determine the ethics of the organization before you accept a position?
5. Should ethics be compromised for profits?
6. Should you ever consult an outside attorney if you become aware of unethical processes or procedures?
7. How do you balance short term profits and long-term ethical responsibility?
8. The "traditional" goal of business was to maximize stockholders' interests. How have "stockholders" changed to "stakeholders" and what if those interests do not align?
9. How should you determine whether a conflict of interest exists?
10. Do ethics differ from one individual to the next? Do they differ depending on situations and circumstances?
11. It is vital to be able to determine VERY QUICKLY whether an action or process is illegal or unethical and take IMMEDIATE ACTION.
12. How best to discuss an illegal or unethical situation with the appropriate personnel.
What are some things you should NOT do?
13. If an HR person feels that an employee is being threatened with the loss of their job if they report an illegal or unethical process or policy what should they do?
14. Are HR people adequately familiar with "whistleblower" laws, rules and regulations?
15. Does an HR person have an obligation to advise an employee of their legal rights?