Fostering an ethical environment and culture: Four Compass Points

**Demonstrate that ethics is a priority**
- Talk about ethics
- Prove that ethics matters to you
- Encourage discussion of ethical concerns

**Communicate clear expectations for ethical practice**
- Recognize when expectations need to be clarified
- Be explicit, give examples, explain the underlying values
- Anticipate barriers to meeting your expectations

**Practice ethical decision making**
- Identify decisions that raise ethical concerns
- Address ethical decisions systematically
- Explain your decisions

**Support your local ethics program**
- Know what your ethics program is and what it does
- Champion the program
- Support participation by others
Quality Check

To check the quality of your ethical decision-making process, ask yourself these questions:

• Do I have all the important facts relevant to the decision?
• Have I involved everyone who should be part of this decision?
• Does this decision reflect organizational, professional, and social values?
• Do the likely benefits of the decision outweigh any potential harms?
• Will this decision keep the problem from recurring or establish a good precedent?
• How would this decision look to someone outside the organization?