

TIPS EMPLOYERS CAN USE TO EVALUATE THE ETHICS OF THEIR BUSINESS PRACTICES

1. Hire right: use behavioral-based interviewing techniques

Companies who implement this type of interviewing program throughout their organization see a dramatic increase in the quality of their hires.

2. Pay attention to a candidate's attitude when hiring

3. Review personnel policies

Review personnel policies, particularly as they relate to the hiring of family members. Implement a written code of ethics and a business code of conduct, regardless of its size. Establish core values, guidelines, and practices that the company would like the employees to follow and include this in your employee handbook.

4. Establish a reporting system

Establish a system in your organization where employees can confidentially report unethical work behavior.

5. Communicate effectively and train employees

The line in the sand appears to be continually moving. Senior management need to communicate continuously with employees about their company's governing principals and beliefs and provide on-going training that includes opportunities for employees to practice responding to real-life ethical dilemmas.

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