

Ethics for Safety and Health Professionals

Joy Erdman, MS, CIH, CSP, FAIHA

Webinar Sponsored by
NIEHS and AIHA
August 26, 2020



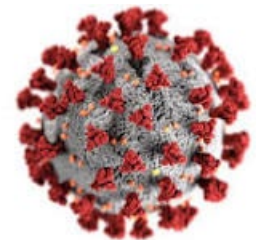
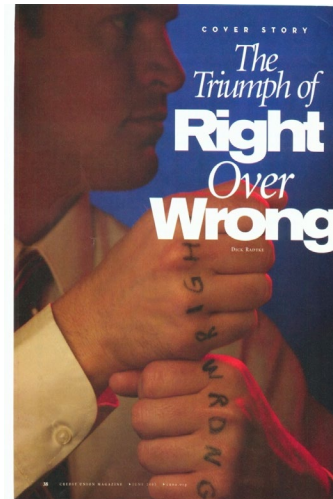
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Agenda:

- COVID-19 & Ethics in the News
- Compare Industrial Hygiene and Public Health Codes of Ethics
- Share a few personal thoughts to optimize worker health amidst many ethical challenges



ETHICS IN THE NEWS...

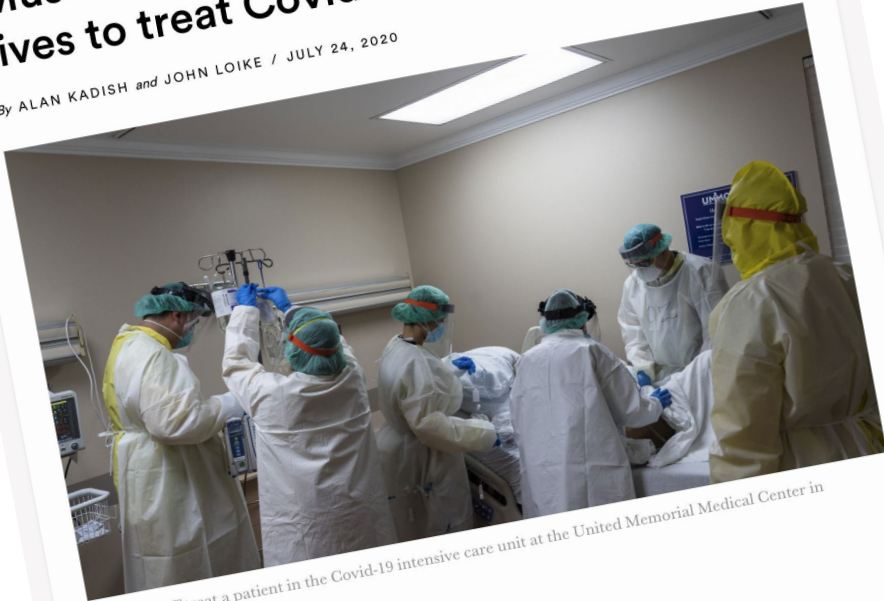
Many Ethical Challenges:

FIRST OPINION

A pandemic ethical conundrum: Must health care workers risk their lives to treat Covid-19 patients?

By ALAN KADISH and JOHN LOIKE / JULY 24, 2020

Reprints



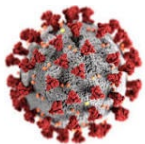
Medical staff treat a patient in the Covid-19 intensive care unit at the United Memorial Medical Center in Houston.

GO NAKAMURA/GETTY IMAGES

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The sweep of Covid-19 across the globe has raised a fundamental question about medical ethics: Do physicians, nurses, EMTs, and other health care workers have moral and legal obligations to risk their health and lives to treat patients during a pandemic?

- Ethical Challenges of Working Safely
- Contact Tracing: Public Health vs. Privacy
- Strong differences of professional opinions
- Lack of official standards
- Limited resources (Money, Equipment, Staff, **Time**)
- How much risk should I take in my work?



Ref:StatNews.com
24 July 2020

ETHICS IN THE NEWS...

NCSL NATIONAL CONFERENCE OF STATE LEGISLATURES

9:27 PM Sun Mar 8 ncsl.org

Ethics in the News 2020 3/5/2020

Ethics in the News is a monthly summary of ethics and lobbying-related articles published in 2020, compiled by NCSL's Center for Ethics in Government.

Note: The links to these articles are provided for information purposes only. NCSL does not endorse any views these news stories provide. Links more than two weeks old may no longer be active. If you are interested in reading an article whose link is inactive, please contact the newspaper in which the story was published.

February

United States - When the Gallup organization surveys Americans each year on which occupations they rate highest for honesty and ethics, the same profession has topped the list for 18 years: nursing. As a registered nurse for more than two decades and a Certified Registered Nurse Anesthetist (CRNA) for the last dozen years, I am grateful for the trust patients place in us — but I also know that it's time to modernize the way we view the role nurses play in the healthcare team. [View story.](#)

Kentucky - The Kentucky House voted Friday to strengthen the legislative ethics code by adding sexual harassment to the list of violations. [View story.](#)

Maine - A Republican member of the state ethics commission has stepped down, leaving the panel with just three of the five members it is authorized to have as Maine heads into the 2020 election cycle. [View story.](#)

New Mexico - New Mexico's new [Ethics Commission](#) reported Friday it had received no complaints so far about ethical lapses and potential corruption involving public employees, contractors, lobbyists, and political candidates. [View story.](#)

Vermont - Senators moved a step closer Thursday to creating a code of ethics for state officials and lawmakers, but approving that code and giving teeth to an ethics commission created three years ago remain at least a

CONTACT

Mark Quiner
Nicholas Birdsong

Ethics

All Documents
Staff Ethics
Conflict of Interest
Financial Disclosure
Lobbyist Regulation
Oversight | Ethics Commissions and

You Have To The Ru
Mason's Man Legislative Pro

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SEPT. 10-13 PORTLAND, ORE.
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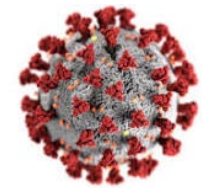
MAKING THE MAPS
THE NCSL MEMBERSHIP ON RESTRUCTURING

Ref:
<https://www.ncsl.org/research/ethics/ethics-in-the-news-2020637139103.aspx>



Photo by Chip Somodevilla/ Getty Images

Mar 2020
Nursing profession rated by public in Gallop poll "the most ethical and honest" of any profession, 18 years in a row.

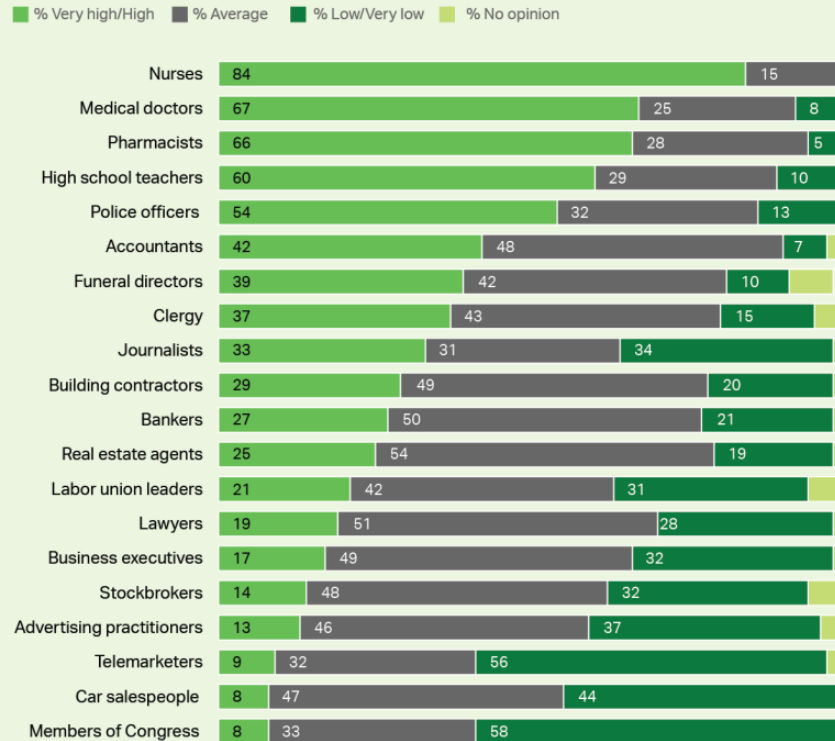


Ethics Gallop Poll (Continued)

3/18/2020

Nurses Again Outpace Other Professions for Honesty, Ethics

Please tell me how you would rate the honesty and ethical standards of people in these different fields -- very high, high, average, low or very low?

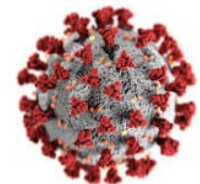


GALLUP, DEC. 3-12, 2018

Gallup has measured the public's views of the honesty and ethical standards of a variety of occupations since 1976. While the list changes from year to year, some professions have been included consistently over the past four decades.

Ref: <https://news.gallup.com/poll/274673/nurses-continue-rate-highest-honesty-ethics.aspx>

6 Jan 2020





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Send feedback to synergist@aiha.org.

Comparing Codes of Ethics

BY CELIA A. BOOTH AND JOY ERDMAN

Last November, the American Public Health Association updated its code of ethics. This code is of interest to occupational health and safety professionals because many of us work in public health entities, including governmental, academic, and healthcare organizations; we should be familiar with the code because we are part of the larger, interdisciplinary field of public health. More importantly, the APHA code provides a detailed framework for decision-making that can help us weigh options when we face ethical dilemmas.

The focus of the APHA code on service to society is timely given the COVID-19 pandemic. Ethical dilemmas are occurring nearly every day as scarce resources are rationed, healthcare workers go into harm's way, and populations are quarantined. These actions constrict the civil rights and liberties of individuals, disrupt the global economy, and obstruct the primary goal of public health, which is to allow people to flourish.

FOCUS ON VALUES

There are some key differences between the APHA code and the Board for Global EHS Credentialing code, which applies to industrial hygienists. While both public health and OHS protect the public, the APHA code also serves societies and the ecosystem. The main difference is that the BGC code of ethics is connected to the Certified Industrial Hygienist certification and includes an enforcement mechanism.

Both codes specify standards and obligations. As explained in its introduction, the APHA code applies to "both public health practitioners

and institutions" and "is intended to guide individual and collective decision making." However, APHA states that its code is not intended to be used in a disciplinary way. Instead, the code serves as a "promise to society," stating, "When people become professionals, they take on a second set of special responsibilities and obligations concerning how and for what ends their professional knowledge and authority should be used."

Further, the APHA code encompasses values that overlap with, and extend beyond, those of the industrial hygiene profession. In addition to professionalism, trust, health, and safety, the APHA code embraces justice and equity; interdependence and solidarity; human rights and civil liberties; and inclusivity and engagement. These values reflect the broader mission of public health, which is influenced by governmental, academic, healthcare, and non-governmental organizations.

The APHA code identifies four components of decision-making: determining the public health goals of a proposed action; identifying the

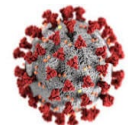
ethically relevant facts and uncertainties; analyzing the meaning and implications of the action for the health and rights of affected individuals and communities; and analyzing how the proposed action fits with core public health values. In addition, the code lists eight considerations for public health interventions and policies: permissibility; respect; reciprocity; effectiveness; responsible use of scarce resources; proportionality; accountability and transparency; and public participation.

OVERLAPPING PROFESSIONS

There is considerable overlap between public health and industrial hygiene in investigating health problems; informing and educating; maintaining competency; and evaluating and continuously improving processes, programs, and interventions. Public health delves deeper into the population, community, and social components of these domains. Nonetheless, in each of these areas industrial hygiene may contribute to the evidence-based practice of public health.

The complexity of the APHA code reflects the multidisciplinary nature of public health and provides a broad scope of standards for performance of duties. Against the backdrop of the COVID-19 coronavirus pandemic, the actions taken by U.S. public health officials reflect the values, standards, and obligations in their code of ethics, even in the midst of a dynamic global event. ●

AIHA Synergist, June 2020



RESOURCES

American Journal of Public Health: "Public Health Code of Ethics: Deliberative Decision-Making and Reflective Practice" (April 2020).

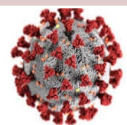
American Public Health Association: Public Health Code of Ethics. bit.ly/aphaethics.

American Public Health Association: Principles of the Ethical Practice of Public Health. bit.ly/ethicspublichealth.

Board for Global EHS Credentialing: Code of Ethics. bit.ly/bgcunifiedcode (PDF, November 2019).

Comparison of Public Health & Industrial Hygiene Codes of Ethics

Action	Public Health Code of Ethics	Industrial Hygiene Code of Ethics
Serves:	Individuals, societies, and ecosystems	Employees, employers, other clients, the IH profession and the public.
	Public Health Agency Accreditation (Public Health Accreditation Board)	Individual Certification (ABIH/BGC)
	Values, standards and obligations	Guidelines, standards and obligations
	Not intended for enforcement	Intended for enforcement

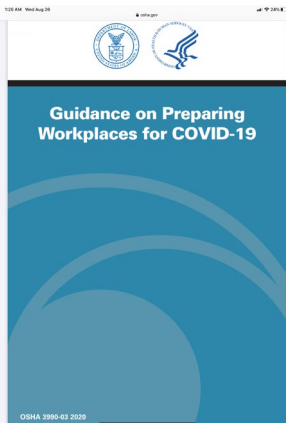


Optimizing Worker Health Amidst Many Ethical Challenges

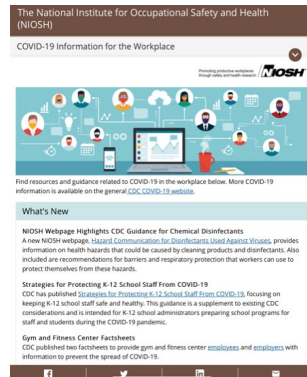
- Read to get smarter on COVID-19 guidance
- Priorities: Remember the hierarchy of controls
- Collaborate with allied professionals
- Keep 2 lists/photos – what works and what doesn't work (The Hall of Fame and Hall of Shame)
- Disagree with senior management politely (without losing your job)
- Refer to your CIH and CSP codes of ethics
- Consider other professionals' codes of ethics



WHO



OSHA



NIOSH



ASSP



AIHA



CDC



NIEHS



Board for Global Credentialing (BGC)

Code of Ethics

Effective

7/1/2020

Code of Ethics

Adopted: 9/22/2019

Revised: 11/18/2019

Effective: 11/18/2020 (CPPS); 7/1/2020 (CIH, QEP, EPI)



Introduction

The Board for Global EHS Credentialing (BGC) maintains several EHS voluntary, non-profit, professional credentialing programs. BGC credentialing programs certify qualified environmental, health and safety (EHS) professionals who work to protect, manage, and enhance the health and safety of people and the environment, and who have met the professional knowledge standards established by the Board of Directors. Regardless of any other professional affiliation, the BGC Code of Ethics (Code) applies to each individual certified by BGC credentialing programs (certificants); and, each individual seeking certification (candidates). The Code serves as the minimum ethical standards for the professional behavior of BGC certificants and candidates.

The Code is designed to provide both appropriate ethical practice guidelines and enforceable standards of conduct for all certificants and candidates. The Code also serves as a professional resource for EHS professionals, as well as for those served by BGC certificants and candidates.

Preamble/General Guidelines

The BGC is dedicated to the implementation of appropriate professional standards designed to serve the public, employees, employers, clients and EHS professionals. First and foremost, certificants and candidates give priority to EHS interests related to the protection of people, workplaces and the natural environment. They are required to act in a manner that promotes integrity and reflects positively on the profession, consistent with accepted ethical and legal standards.

As EHS professionals, certificants and candidates have the obligation to:

- Maintain high standards of integrity and professional conduct
- Accept responsibility for their actions
- Continually seek to maintain and/or enhance their professional capabilities
- Practice with fairness and honesty.

In order to retain their credentials, all those recognized by the BGC are required to act in a professional manner consistent with the certification standards and responsibilities set forth, below.

I. Responsibilities to BGC credentialing programs, the profession and the public.

A. Certificant and candidate compliance with all organizational rules, policies and legal requirements.

A certificant/candidate must:

1. Comply with laws, regulations, policies and ethical standards governing professional practice.
2. Provide accurate and truthful representations concerning all certification and recertification information.
3. Maintain the security of BGC examination information and materials, including the prevention of unauthorized disclosures of test information.
4. Cooperate with BGC concerning ethics matters and the collection of information related to an ethics matter.
5. Report, upon a reasonable and clear factual basis, apparent violations of the ethics code by certificants and candidates.

6. Refrain from public behavior that is clearly in violation of professional, ethical or legal standards.

II. Responsibilities to clients, employers, employees and the public.

A. Education, experience, competency and performance of professional services.

A certificant/candidate must:

1. Deliver competent services with objective and independent professional judgment in decision-making.
2. Recognize the limitations of one's professional ability and provide services only when qualified. The certificant/candidate is responsible for determining the limits of his/her own professional abilities based on education, knowledge, skills, practice experience and other relevant considerations.
3. Maintain and respect the confidentiality of sensitive information obtained in the course of professional activities unless: the information is reasonably understood to pertain to unlawful activity; a court or governmental agency lawfully directs the release of the information; the client or the employer expressly authorizes the release of specific information; or, the failure to release such information would likely result in death or serious physical harm to employees and/or the public.
4. Properly use professional credentials, and provide truthful and accurate representations concerning education, experience, competency and the performance of services.
5. Provide truthful and accurate representations to the public in advertising, public statements or representations, and in the preparation of estimates concerning costs, services and expected results.
6. Recognize and respect the intellectual property rights of others and act in an accurate, truthful and complete manner, including activities related to professional work and research.
7. Affix or authorize the use of any issued BGC organization's seal, stamp, signature or other signifier of certification by the certificant only when the document is prepared by the certificant/candidate or has been fully reviewed and approved by the certificant/candidate. Any such use does not represent BGC approval of the work so endorsed.
8. Communicate clearly, to clients and/or employers, the potential consequences if professional decisions or judgments are overruled or disregarded.

B. Conflict of interest and appearance of impropriety. A certificant/candidate must:

1. Disclose, to clients and/or employers, significant circumstances that could be construed as a conflict of interest or an appearance of impropriety.
2. Avoid conduct that could cause a conflict of interest with a client, employer, employee or the public.
3. Assure that a conflict of interest does not compromise legitimate interests of a client, employer, employee or the public and does not influence or interfere with professional judgments.
4. Refrain from offering or accepting significant payments, gifts or other forms of compensation or benefits in order to secure work or that are intended to influence professional judgment.

C. Public health, safety and the natural environment. A certificant/candidate must:

1. Follow appropriate health and safety procedures, in the course of performing professional duties, to protect clients, employers, employees and the public from conditions where injury and damage are reasonably foreseeable.

Any violation of the preceding numbered requirements may result in sanctions up to and including the suspension or removal of credentials awarded by the BGC.

Doc: bgc code of ethics 2019-11-18-final approved.doc

Page 2 of 2

Other Professional Codes of Ethics

CIH: <http://www.abih.org/sites/default/files/downloads/ABIHCodeofEthics.pdf>

BGC: <http://www.abih.org/sites/default/files/downloads/BGCEthics2020.pdf>

ICOH: <http://www.icohweb.org/site/code-of-ethics.asp>

IOHA: <https://ioha.net/files/2015/11/IOHA-Code-of-Ethics-2012.pdf>

APHA: https://www.apha.org/-/media/files/pdf/membergroups/ethics/code_of_ethics.ashx

Attorneys:

https://www.americanbar.org/groups/professional_responsibility/publications/model_rules_of_professional_conduct/model_rules_of_professional_conduct_table_of_contents.html

Engineers - Civil Engineer: http://www.asce.org/code_of_ethics/

Federal Gov't (EPA, FEMA, etc.):

[https://www.oge.gov/Web/oge.nsf/0/076ABBBFC3B026A785257F14006929A2/\\$FILE/SOC%20as%20of%2081%20FR%2081641%20FINAL.pdf](https://www.oge.gov/Web/oge.nsf/0/076ABBBFC3B026A785257F14006929A2/$FILE/SOC%20as%20of%2081%20FR%2081641%20FINAL.pdf) and

https://www.nrcs.usda.gov/Internet/FSE_DOCUMENTS/nrcs144p2_068009.pdf

Local Government – International City Managers Association: <http://www.icma.org>

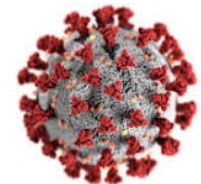
Media/Journalists: <http://www.spj.org/pdf/spj-code-of-ethics.pdf>

Physicians: https://acoem.org/acoem/media/PDF-Library/About_ACOEM/Code-of-Ethics-Condensed-Version.pdf

Religious Leaders: http://en.wikipedia.org/wiki/Golden_Rule and

https://simple.wikipedia.org/wiki/Ten_Commandments

University/Academia <http://www.aaup.org/report/statement-professional-ethi>



How will COVID-19 ethical issues play out?

Real-world ethical dilemmas are gut-wrenching, life-changing experiences that require you to put yourself in harm's way to do the right thing. What class in ethics is teaching students that fact?



Ethics & Health Law News
Stay updated with the latest news and journal articles on health law & ethics

Apr 13, 2017

From physician to felon: A doctor warns how easy it is to be bribed

Washington Post, 12 April 2017
Author: Lenora Appario

"In 2014, an internet pleaed guilty to one count of accepting a bribe. She accepted monthly payments of \$5,000 to refer patients to Biologic Diagnostic Laboratory Services, for lab tests and other screenings. Such referrals are illegal in medicine because of the potential that doctors will put their financial interests ahead of the needs of their patients. To date, 29 doctors have been convicted in the multyear investigation. The U.S. attorney's office in New Jersey said the case involves more than \$100 million paid to the testing lab by Medicare and private insurance companies."

This entry was posted in Case law, Conflict of interest, Health care industry, North America, Professionalism by Lenora Appario. Bookmark the permalink.

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Current Issue Past Issues Scientists' Nightstand Multimedia

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SPOTLIGHT

Flint Water Crisis Yields Hard Lessons in Science and Ethics

Katie L. Burke

Like many scientists, Virginia Tech civil engineer Marc Edwards chose his career to serve the public good. But his experience uncovering the Flint, Michigan, water crisis, where citizens were exposed to high levels of lead because of government and scientific negligence, has been a stark reminder of what can happen when science is misused or ignored. To make matters worse, the Flint water crisis is a repeat of very recent history. About a decade ago, Edwards revealed high lead levels in miscolored water in Washington, DC, exposing and preventing (CDC), U.S. Centers for Disease Control and Prevention (EPA), and District of Columbia Water and Sewer Authority (WASA). At the time, an unprecedented number of small leaks in copper water pipes in the DC area as well as EPA-subcontracted research on water lead levels. He found some lead concentrations in the thousands of parts per billion and realized that WASA had given out misinformation about drinking water. But after he notified the agency, WASA refused to issue a new memo to alert people. Soon after, WASA threatened to withhold the results from his sampling program as well as the \$110,000 of funding the lead recently proposed, unless he stopped the studies of Edwards continued his research, paying his team out of his own pocket when the EPA terminated his subcontract. In March 2004, the CDC published a report that concluded that the lead levels from blood tests of DC children were not high enough for concern. After flawed, because it left out samples, a fact that had come to light after Edwards reanalyzed the full data set. Digital features editor Katie L. Burke interviewed Edwards about his experiences and how he is working to prevent another.

Flint MI - 2016

NATIONAL

Flint Residents May Now Sue Government Officials Over Contaminated Water

January 29, 2020 · 4:05 PM ET
Read the full story on NPR

STEVE GRANITZ

3-Minute Listen

A recent Supreme Court ruling means that Flint, Mich., and state regulators are not immune to civil lawsuits. What's next for residents seeking a settlement for the drinking water crisis?

Jan 29, 2020

Reference:
<https://www.npr.org/2020/01/29/800938090/flint-residents-may-now-sue-government-officials-over-contaminated-water>

FLINT WATER PLANT

Flint water crisis: Michigan 'agrees to pay \$600m'

11:49 am · U.S. & Canada

The US state of Michigan has agreed to pay a settlement of \$600m to victims of the Flint water crisis, US media say.

Most of the money will go to children in the city who were exposed to drinking water polluted with lead, reports add.

At least 12 people died after Flint switched its water supply to the Flint River in 2014 to save money.

An outbreak of Legionnaires' disease followed, and nearly 100,000 residents were left without safe tap water.

The settlement is expected to be formally announced later this week, the New York Times, Washington Post and Wall Street Journal say, citing sources familiar with the case.

Aug 20, 2020

Reference:
<https://www.bbc.com/news/world-us-canada-53847398>

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DONATE CONNECT

LIVE ON AIR Loading

Morning Shift

Ethics And The Aftermath Of The United Airlines Incident

April 12, 2017

PLAY 19 MIN ADD TO QUEUE

How can safety & health professionals help?

Thank You for attending I look forward to the discussion later today!

- ✓ **Ethics in the News**
- ✓ **Compare IH & PH Codes of Ethics**
- ✓ **Optimizing Worker health**

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Always walk through life as if you have something new to learn and you will.

- Vernon Howard

