

Ethics

Accreditation Canada requires an ethical framework. Such framework is typically seen to include:

- an organization’s mission, vision and values
- a range of relevant policies
- any code of conduct and
- other pertinent mechanisms for exploring, understanding and navigating the ethical dimensions of the work you do – from service provision to decisions about strategy.

The IDEA decision-making tool illustrated below is a widely used and adapted tool that can serve as a key element of the ethical framework.

Other tools can help guide organizational decisions, especially resource allocation (budget, staffing). ‘Accountability for Reasonableness’ (A4R) is one such tool. The mission, vision and values apply here, too.

All this ought to be in place and in use - and evidently so.

At Traverse Independence we have joined the Canadian Ethical Network (CEN). The mission of the CEN is to “advance the practice of ethics in the community health and support sector and promote a consistent and transparent approach to ethical decision-making”. We

feel that their mission, vision and goals align perfectly with what Traverse is striving for.



A simple way to know if something presents an ethical issue for you is to remember these three words:
yuck, muck, pluck.

YUCK – expressive

Gut reaction or bad feelings about a situation.

MUCK – pre-reflective

The things that are making you feel that way (law, religion, social values, codes of ethics, etc.)

PLUCK – reflective

Reasoned ethical response, based on values and principles to which we consciously subscribe.

Traverse has decided to adapt the IDEA decision-making tool for use when something presents an ethical dilemma. It is a step-by-step tool for structured deliberation, documentation and communication. It allows a forum for open and non-threatening discussion and it can be tailored to our organization.

