Public Safety Ethics

I. PSM MISSION STATEMENT:
Public Safety Management is a broad based public safety management educational program designed to augment and develop managerial skills necessary for a career in public safety or continued advancement within the field.

II. Course Description: This course examines the basic principles of ethics as related to public safety operations and management with special attention given to current issues in public safety.

III. Prerequisites: None

IV. Course Objectives:

The students will:

1. Identify what the term ethics means, and why it is important to public safety
2. Distinguish between Social norms, morality, ethics and the law
3. Compare and contrast the concepts of values, morals, beliefs and attitudes
4. Explore how the concepts of accountability, obligation and responsibility define ethical behavior
5. Contrast modern and classical philosophy of ethical study as they relate to public safety
6. Contrast and compare public safety ethics standards and guidelines
7. Review of a firefighter’s professional obligations and responsibilities
8. Appraise the ethical responsibilities associated with leadership
9. Evaluate current issues in public safety ethics
10. Identify the values of a diverse workplace
11. Identify Benefits, hindrances and tactics related to achieving diversity
12. Compare & contrast internal versus external ethical control systems
13. Review the principles of integrity based management programs
14. Apply relevant state & federal ethics laws to public safety administration
15. Appraise various influences on ethical decision making
16. Evaluate tactics for implementing an ethical culture
17. Explore best practices in building an ethical culture
V. Outcomes:

The students will demonstrate mastery of course material by:

1. Development of a value statement for their department
2. Devising and implementing an ethics training program for their department
3. Reviewing and revising minority recruitment strategies

VI. Available Texts:


VII. Instructor Resources:

TBA

VIII. References:

TBA

VI. Method of Instruction:

Lecture, class discussion, audiovisual, demonstration, illustration, practical application by students, online instruction. Please keep in mind that using the blackboard on the weekend that we have class off site demands required hours of input.

VII. Evaluation:

Homework
Quizzes
Tests
Paper
TOTAL
VIII. **Course Grade:** (What it takes to earn the grade)

The course grade will be based on the following distribution:

A 91 - 100
B 81 - 90
C 71 - 80
D 61 - 70
F 60 or less

**Late Submission Penalty:** Any work submitted late will be subject to 20% penalty per day late and no work will be accepted after 5-days of past due.

IX. **Exit Competencies:**

The exit competencies are for the student to have a strong foundation of accounting principles providing them with the knowledge, skills, and abilities to be successful at the next higher level accounting/finance course. In addition, to provide the academic and practical knowledge of accounting/finance to utilize in the work force environment. Ultimately to prepare the student for a master level course while practicing their skills in a real world environment.

X. **Assessment:** Students will be evaluated for mastery of learning objectives by methods of evaluation to be determined by the instructor.

XI. **Attendance Policy:** Each teaching day at off-campus locations is scheduled to include eight fifty-minute instructional periods from 8:00am to 4:50pm. Each day’s schedule also includes times for short breaks and a lunch break. Student attendance at all scheduled class hours is mandatory. There is no exception to the rule that students, who are absent from more than 1/3 of the scheduled class hours, cannot successfully complete the course. Students are expected to attend all class sessions. Absence must be excused in advance except in an emergency.

XII. **Academic Dishonesty Policy:** Students may be subject to disciplinary proceedings resulting in an academic penalty or disciplinary penalty for academic dishonesty. Academic dishonesty includes, but is not limited to, cheating on a test, plagiarism, and collusion.
XIII. ADA Statement for Students Requiring Special Accommodations: As per Section 504 of the Vocational Rehabilitation Act of 1973 and the American Disabilities Act (ADA) of 1990, if accommodations are needed, inform your instructor as soon as possible.

XIV. Safety Instructions: Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency. If you are located on a military installation, and depending on the type emergency a senior military member may take control of the situation and direct you on the action to take. Please follow their instructions and do as asked. Similarly, if you are at a community college, their security personal may arrive and take control of a situation, please follow their instructions as well.
Course Outline: Public Safety Ethics

Section I - Foundational Studies

I. Introduction
   A. What is ethics
   B. Why study ethics
   C. Why be ethical?
   D. Why is ethics of value to public safety

II. Understanding Ethics
   A. Social Norms
      1. Norms
      2. Folkways
      3. Mores
      4. Taboos
   B. Morality
      1. What is it
      2. Where does it come from
   C. Ethics
      1. How do they differ from morals
      2. How are ethics determined
      3. Professional versus personal ethics
   D. Law
      1. Mallum en se & mallum prohibitum
      2. Law & ethics
      3. Law and morality
   E. The role of religion
      1. Religion and morality
      2. Religion and free will

III. Behavior influences
   A. Values
   B. Beliefs
   C. Attitudes
   D. Distinguishing needs & wants
   E. The role of responsibility
1. Subjective responsibility
2. Objective responsibility
F. Integration of behavior

IV. Ethics & Philosophy
A. Validity
B. Normative Ethics
   1. Utilitarianism
   2. Deontology
C. Virtue Ethics
D. Constructivism
   1. Benefice Ethics
   2. Egoism
E. Social Contracts
F. Subjectivism
G. Meta-Ethics

Section II- Ethics in the Fire House

V. Professional ethics within public safety
A. Public Safety; Is it profession or just a job?
B. Professional standards
C. Firefighter code of ethics
D. The importance of character

VI. Responsible Leadership in Public Safety
A. Public safety Values
   1. Duty
   2. Compassion
   3. Honesty
   4. Team work
   5. Competency
   6. Bravery
   7. Loyalty – thin red line
B. Objective responsibilities
   1. Department policy
   2. Competency
   3. Safety
C. Honoring trust
   1. Privacy
   2. Hippa
   3. Gossip
D. Subjective Responsibility
   1. Personal Values
   2. Career Ambition
   3. Tradition
   4. Balancing home life with work life

E. Benefice Ethics & contact theory applied to emergency response

VII. Ethics & Leadership
A. Ethics and company officers
   1. Enforcing policy
   2. Modeling behavior

B. Duty
   1. Duty to teach
   2. Duty to superiors
   3. Duty to subordinates

C. Balancing leadership
   1. Unions & Management

D. Servant leadership

VIII. Contemporary issues
A. Privacy
B. Off duty activity
C. Pay per spray
D. Social media
E. Politics
F. On the job relationships
G. Harassment
H. Use of internet

IX. Diversity
A. What is diversity?
   1. Value in diversity
   2. Organizational Adaptation
   3. The ethics of workplace fairness

B. Recruitment & hiring
   1. Legal issues
   2. The ethics of affirmative action
   3. The ethics of quota’s

C. Testing and Promotions
D. Women’s issues in the public safety
E. Hostility in the workplace
Section III- Administrative Ethics

X. Ethics & Oversight

A. External Governance
   1. Herman Finer
   2. The role of policy in ethics

B. Internal Governance
   1. Carl J Friedrich

C. Bounded & Un-bounded ethical systems

D. Compliance based versus integrity based systems
   1. What are compliance based ethical control
   2. What are Integrity based controls
   3. Limits of each control system
   4. Results of each system

E. Organization structure and ethics
   1. Scalar structure
   2. Flat structure

XI. Managing Integrity based programs

A. Unbounded ethics

B. Building an ethical culture
   1. The role value based leadership
   2. Testing for ethics

C. Maintaining an ethical culture
   1. Modeling ethics
   2. Training in ethics
   3. Ethics within training

XII. Compliance Based Ethics

A. Ethical Conflicts
   1. Conflict of interest
   2. Conflict of Authority
   3. Conflict of roles
   4. Quid pro Quo

B. Social Ethical Controls
   1. Equal opportunity
   2. Sexual harassment
   3. Diversity
   4. ADA rules
C. Financial Ethical Controls
   1. Accounting practices
   2. Bidding and purchasing
   3. Appropriation of funds
D. Ethics of Confidentiality
   1. HIPPA
   2. Trade secrets
   3. Personnel records
E. Ethics & transparency
   1. Freedom of information
   2. Open meetings acts
   3. Reporting requirements
   4. Record keeping & disposal
      1. Email & correspondence

Section IV – Applied Ethics

XIII. Ethical decision making
A. Levels of ethical reflection
   1. Morals rules level
   2. Ethical analysis
   3. Post ethical analysis
   4. Descriptive models
B. Conscience or obligation?
   1. Moral imperatives
   2. Fiduciary responsibility
C. Outcome versus process

XIV. Shaping Ethical Behavior
A. Moral disengagement
   1. Rationalization
   2. Context
   3. Priority confusion
B. Loci of control
C. 

XV. Moving Forward
A. Developing codes of conduct
B. Developing value statements
C. Developing Ethics review boards
D. Implementing ethics training
E. Shaping Culture
   1. Integrating ethics within department routines
   2. Uniformity within organization leadership