

GOALS AND REALITY

Having a Code of Ethics (Code) helps promote the good and prevent the bad in how the Center behaves toward its members *and* how members treat Center staff and other members.

The purpose of the Center for Management Terms & Practices (the Center) is to encourage meaningful collaboration among all people within an organization as well as across all types of borders, economic, political, cultural and social. **We believe** both peace and profit are made possible and strengthened when people work together in common interests, such as their work.

We believe sharing experiences is the best way to overcome superficial differences of gender, race, ethnicity, ability, income, nationalism, language and so forth. We will of course not discriminate on any of these bases. **We recognize**, however, that by making collaboration easier we might help people with bad intentions collaborate to increase the effect and reach of their bad works.

The Center's Promises

While this Code will not affect by itself prevent the misuse of the Center's offerings, we believe we can promote and encourage ethical behavior. To do this, the Center will:

1. Regularly share and discuss ideas about ethics in the workplace
2. Protect the privacy and data of its members
3. Cooperate with law enforcement officials in formal investigations of alleged crimes
4. Update this Code of Ethics regularly

The Member's Promises

Every member, who pledged themselves to this Code when they accepted the Center's Membership Agreement, must first strive to become *aware* of the ethical dilemmas that arise in their work with the Center and other members. Members will:

1. Discuss this Code
2. Discuss term [1.1 Ethics and the law](#) and its material
3. Ask the 3 good questions in that term when deciding to do or say something important
4. Discuss the code of ethics for their trade, professional or industry association

THE CODE: FROM THE GENERAL TO THE SPECIFIC

Morals, Ethics and The Golden Rule

We define a **moral** as a general guideline for behavior, perhaps religious, including to be honest, not to steal, to keep our word and to show compassion, patience and forgiveness. We define an **ethic** as a rule or set of rules that apply to specific situations which often arise from dilemmas. These are usually questions of *fairness*, for example, when treating two members differently seems more fair given a unique situation.

Our most fundamental ethical test is very old: *Would we want to be treated this way?*

Civility vs. Censorship

While our membership agreement allows us to judge and delete offensive material, we pledge to keep discussion open, knowing that new ideas sometimes are uncomfortable. Everyone should speak up if they find something either hurtful or presumptuous.

Three Principles and Ethics Tests

The Center and its members will apply these tests when sensing an ethical dilemma has arisen:

Test 1: Do no harm. Does anything we say and do at work hurt anyone else?

- If so, is that harm significant?
- Do we regularly seek out and understand relevant laws and regulations?
- How do we respond formally to an ethical lapse?

Test 2: Encourage ethical work. Does our own work or behavior help others?

- If so, is that benefit significant?
- What examples do all our leaders set?
- What are the consequences for ethical or unethical behavior?

Test 3: Help others encourage ethical work. Do we help others help others?

- If so, in what ways?
- Why do we have the reputation for ethical behavior that we do?
- How deeply do we explore our stakeholders' codes of ethics?

Common Dilemmas in the Center's Activities

This Code is for how the Center and its members, users and other stakeholders interact among themselves. Common points of conflict and related guidelines are for:

Pricing: People often disagree whether a price is fair, perhaps for membership dues, training or events. The Center is responsible to all its stakeholders for pricing its offerings based on a realistic understanding of their market value and to be willing to discuss its reasoning and policies.

Interacting: The Center's staff and volunteers will interact often with members, sponsors, partners and others on the telephone, by electronic communications and personally at events. Some of these interactions will be complex, urgent and important, and some will be emotional. Everyone will remember to exercise good manners, patience and a willingness to be helpful.

Listening: The Center strongly encourages its members to share their ideas about the Center's standards and services. We are responsible for listening actively and carefully. Members need to recognize that not everyone's ideas will be accepted and implemented.

Recognizing: Recognition should be given where it's due. The Center and its members will acknowledge all member's contributions to our collective work, such as commenting on terms and practices, recommended resources or best practices, and volunteer work. Everyone will of course respect each other's intellectual property.

Disagreeing: The Center might disagree with a member about some issue and some form of negotiation will be necessary to resolve the difference of opinion. The Membership Agreement includes formal processes of dispute resolution, but the Center and its members promise to remain polite, humble and open-minded throughout.

Members are encouraged to share their ideas about this Code: info@theindex.net