



Ethical Conversations: Discussion Guide

Set ground rules for the conversation

- For example: confidentiality, constructive support

Describe the scenario so that all understand the situation

- The facts (not how you feel)
- What happened?
- What led up to the situation? What were the circumstances? Has it happened before?
- Who was/is involved? Who might be affected?

Identify any legal aspects

- Are there any OHS or other legal implications (discrimination, Fairwork, financial, other)?

Consider values and principles for ethical OHS practice

- How might the values and principles espoused in the AIHS Code of Ethics apply in this situation?
- Consider each value and principle in turn to discuss how it might apply or be tested by the scenario?

Apply an ethical decision-making model

- Work through the steps of the ethical decision making model to identify potential actions. (See OHS BoK 38.3 *Ethics and Professional Practice* section 9.1 pp. 49-52)
- Is there a need to speak up? (See OHS BoK 38.3 *Ethics and Professional Practice* section 9.2 pp. 52-53)
- Is there a role for 'constructive conversations'? (See OHS BoK 38.3 *Ethics and Professional Practice* section 9.2.1 pp. 53-55).
 - How might you envisage the conversation?
 - What might the 'script' look like (see p. 54). (Developing and testing ideas for the 'script' can be a key outcome of the conversation.)
- Does the situation justify 'whistleblowing' either internal to the organisation or external?
 - Are there strategies that could be tried before whistleblowing?
 - Who should the issue be reported to?
 - What are the personal and professional risks of whistleblowing in this situation?
 - How might the risk be mitigated?
 - Where can I seek further counselling or advice on the risks of whistleblowing?

Any other perspectives on the situation?