

**ETHICS & INTEGRITY
FOR
CORRECTIONAL FOOD SERVICE
MANAGERS**

**NEWAYGO COUNTY SHERIFF'S
OFFICE**

ETHICS DEFINED

- A. Of or relating to moral action, conduct, nature, or character
 - 1. Inmates observe every act
 - a. Inmates watch every move you make. They have little ‘power’ except that which you or the jail allow them. Trustees are usually incarcerated for a breach of ethics society considers criminal.

Ethics

- 2. Coincides with common sense/universally accepted values and behavioral codes. It is usually described in the negative. “I’m not sure what it means but I know what is unethical”.
 - A. Specifics may/may not be addressed in policy and procedures. We use ‘wobble words’ such as error in judgment.

Ethics

- B. Ethical behavior is usually based on the fundamental values one brings with him or her to the facility. A lack of professional behavior is a breach which may or may not be grounds for disciplinary action. If not examined in the abstract, may result in a decision you may regret or one which escalates out of control.

Ethics

- C. All professionals have a written or unwritten code of ethics. You are privy to information about inmates which may or may not effect their incarceration.

Ethics

- D. Due to incarceration inmates are particularly vulnerable. They will try to gain control over their impotence and enhance their restrictions by asking directly or indirectly to do something unethical. It could be something small which could lead to a chain of events you would never have agreed to in the first place.

Ethics

- E. Ethics are especially important in light of the duty which goes along with custody. This includes society, the public, the profession, our employers, and the inmate him/herself.

Honesty

- Honesty is fairness, straight forwardness of character, and adherence to truth. Inmates are most often inmates due to their dishonesty. They have committed an act which society deems dishonest.

Intellectual Honesty

- Intellectual honesty implies the willingness to check your motives, identify their consequences, and take the appropriate action. We use conflicting terms to describe our honesty. Some times we are fairly honest, honest most of the time, honest when it matters, or usually honest.

Bottom Line

- If we are honest most of the time or usually honest, guess what.
 - **THERE IS NO SUCH THING!!!!**
- We make the choice to be honest or dishonest.

Back to Inmates

- Inmates often view their incarceration as a brief lapse in a “normal life”. They often rationalize their behavior by comparing, blaming, or denying responsibility.

Back to the Employee

- Ask yourself how you would react if the decision you are about to make or the action you are about to take appeared on the front page of the local news paper. Is it something you would want people who you respect or admire to know about you.

HEADLINES

- **District Food Service Manager
PATTI BEADLE INDICTED
FOR EMBEZZLEMENT!!**

HEADLINES

- **Jail Food Service Manager**
- **JOE HARRISON DENIES ASSISTING NEWAYGO COUNTY INMATE IN ESCAPE**

Things to Consider

- 1. Does it feel wrong?
- 2. Does a small part of it feel wrong?
- 3. What will happen to my creditability?
- 4. What will my neighbors think of me?
- 5. Have I embarrassed my family?
- 6. How will my kids be treated in school?
- **The list goes on and on and on**

Ethical Considerations

- 1. Competence - In order to be competent one needs to have knowledge, skills, and proper training.
- 2. Staff should refer to an appropriate source for situations for which he/she lacks confidence.

Sins of Omission

- A. Failure to act when situation dictates
- B. Failure to follow Policies & Procedures
- C. Failure to report fully and in a timely manner

Sins of Commission

- 1. Judging motivation of inmates
- 2. Ignore medical/ mental complaints
- 3. Ignore religious beliefs
- 4. Suicide intervention/prevention
- 5. Provide legal options or advice
- 6. Make promises that can't/won't be kept
- 7. Influence behavior or punish

Who Does It Effect

- Invariably a breach of ethics reflects on the entire staff
 - A. One unethical supervisor can instill distrust of everyone he/she comes in contact with
 - 1. Trustees
 - 2. Correctional staff
 - 3. Venders
 - 4. Fellow employees
 - 5. Immediate supervisor and superiors

What We Are Faced With

- Situations may arise when you are required to confront or report the actions of fellow supervisors
 - A. Doing so will substantially impact the security, good order and/or safety of the unit
 - B. Failure to do so could have professional or even legal ramifications
 - 1. If you don't act, you are as guilty as the perpetrator

Prevention of Breach

- Know what to avoid
 - 1. Conflict of interest
 - 2. Compromising situations
 - 3. Shortcuts to professionalism

Awareness

- 1. Be aware of yourself
 - A. Be aware of yourself - look and listen
 - B. Be aware of fellow supervisors - look and listen
 - C. Be aware of routine inmate behavior - look and listen
 - D. Always know what is going on around you -
 - **Look and Listen**

Avoid Cynicism

- 1. Think in terms of your kitchen duties and responsibilities and not the personalities and behaviors of inmates
- 2. Avoid verbalizing complaints about other employees, correctional staff, departments, etc.
- 3. Do not strengthen negativity

Do Nots

- 1. **Do not** accept gifts, services, or favors that appear to be improper or implies an obligation
- 2. **Do not** stand by and allow unethical activity to occur. Report any corrupt or unethical behavior
- 3. **Do not** allow personal interests to impair performance of your duty

Do Nots Continued

- 4. **Do not** enter into any formal/informal activity or agreement with anyone , especially inmates, that causes a conflict of interest with your duties

- **REMEMBER**

- **PROTECT YOURSELF**

CORRECTIONAL FOOD SERVICE

JAIL - PARDY
(Jeopardy for Jails)

TEST QUESTION

- 1. It coincides with Ethics

ANSWER

- 1. What is - common sense or universally accepted values and behavioral codes?

QUESTION

- 2. The definition of honesty

ANSWER

- 2. What is - Fairness and straight forwardness of character?

QUESTION

- 3. How inmates often view their incarceration

ANSWER

- 3. What is - a 'brief lapse in a normal life'?

QUESTION

- 4. The ‘Sins of Omission’?

ANSWER

- 4. What are - failure to act, failure to follow P&P's, failure to report?

QUESTION

- 5. Who does a breach of ethics reflect on?

ANSWER

- 5. What is - the 'entire staff'?

QUESTION

- 6. Who you report corrupt or unethical behavior to

ANSWER

- 6. Who are - ‘the proper authorities’?

QUESTION

- 7. It spreads negativity

ANSWER

- 7. What is - ‘verbalizing complaints’ to fellow employees, correctional staff and trustees?

Please Remember

- Ethical behavior is not always black and white. It is often very gray. Follow P&P's. Do whatever you feel is necessary to make the right decision. Always remember to listen to your 'gut feelings'. They are usually right. Save yourself and your department some embarrassment and anything else that goes along with it.

END RESULT

- 1. You earn the respect you deserve!
- 2. No one will have reason to question your integrity!
- 3. You can keep your head high!
 - **The Best Part**
- 4. Your employer will continue to take good care of you!!!!

I need my job and my name to
survive.

I will protect them both !!!

The End