

WORKABILITY INTERNATIONAL CODE OF ETHICS

The Code of Ethics presents standards of conduct expected of member organizations of Workability International. The purposes of the code are:

- To support economic, social and political integrity by members where they do business
- To inform and protect current and potential consumers of work, employment and allied support services
- To protect the integrity of the (employment support services) industry.
- To encourage equal opportunity at all levels of employment,

The code exemplifies core professional values and behaviours underpinning the most commonly encountered ethical considerations, but not intended to address every ethical issue. This code of ethics is to be read in conjunction with each country's current laws, which directly or indirectly affect the professional practice of employment services.

It is based on the following key principles, that Member organisations:

- in their relationship with people with disabilities, demonstrate the importance of delivery of support services with dignity, privacy, safety, health and concerns of the individual person;
- in their relationship with society and potential consumers, accurately represent their skills and competencies in the provision of employment support services;
- accurately promote the Workability International philosophy and values;
- behave as good corporate citizens by obeying the law and contributing to the economic well being and social development of the countries and communities where they conduct business.
- carry out business practices, in an ethical way;
- in the provision of employment support services, promote fair competition including respect for intellectual and other property rights, and not offer, pay or accept inducements for goods or services;
- respect the needs, practices, special competencies and responsibilities of their employees, own and other professions, institutions and all agencies with which they have working relationships and experience.

The code is based on the values of - autonomy / self-determination; beneficence / generosity; non-maleficence / betterment; justice / fairness; veracity / honesty; and fidelity / loyalty.

CODE OF ETHICS

SECTION A: RELATIONSHIP WITH PERSON RECEIVING A EMPLOYMENT SUPPORT SERVICE:

Member organizations **shall**:

- demonstrate that the dignity, privacy, safety, health and concerns of people receiving support are important and respected;
- respect the autonomy of people receiving their service, acknowledging the consumer's role, and sharing the power and decision making;
- work with the consumer to determine goals and priorities, involving significant others if this are the consumer's choice;
- work in ways that are compatible with the consumer's culture to assist them to achieve desired outcomes;

- provide appropriate supervision for all personnel for whom they have supervisory responsibility;
- work with key personnel and groups or Government agencies (as appropriate to local situations) to improve the quality of services in the various communities to ensure equality of opportunities for people with disabilities and from disadvantaged backgrounds.

Member organizations will:

- assure the safety of everyone involved in the delivery and receipt of services;
- respect the rights of a consumer to refuse a service, or involvement in research or educational activities;
- behave in compliance with established global standards and practice and any local code of consumer rights;
- respect the uniqueness of an individual with every effort made to provide a holistic and integrated life service consistent with the “norms” of everyday society, respecting the consumer’s culture and choices;
- not enter in to or continue with relationships with consumers which will, or have the potential to, exploit, harm or disrupt the life of the consumer and their family.

SECTION B: RELATIONSHIP WITH SOCIETY AND POTENTIAL CONSUMERS

Member organisations shall:

- behave as good corporate citizens by obeying the law and contribute to the economic well being and social development of the countries and communities where they conduct business;
- promote the philosophy and foster the values, integrity and ethics Workability International and advocate on behalf of people with disabilities to the community at large;
- foster equal opportunities for all employees, supporting universal human rights and fair employment practices;
- provide safe and healthy workplaces, protecting human health and the environment and promote sustainable development;
- accurately represent their skills and competencies An area of competence shall be supported by training, knowledge, experience and skill;
- carry out business practices, in an ethical way;
- promote fair competition including respect for intellectual and other property rights, and not offer, pay or accept inducements for goods or services.

SECTION C: RELATIONSHIP WITH COLLEAGUES AND THE INDUSTRY

Member organisations shall:

- respect the needs, practices, special competencies and responsibilities of their own and other professions, institutions and all agencies with which they have working relationships and experience;
- foster the development of accepted standards for the delivery of services and the operation of employment support services;
- contribute to the continuing development of employment support service delivery, and research wherever possible;
- be personally responsible for actively maintaining and developing their organizational competence by improving and updating knowledge and skills;
- acknowledge and support other colleagues whose culture, values and beliefs may differ from their own;
- respect the needs, practices, competencies and responsibilities of the employment support services industry, other institutions and statutory and non government agencies that constitute their working environment.