



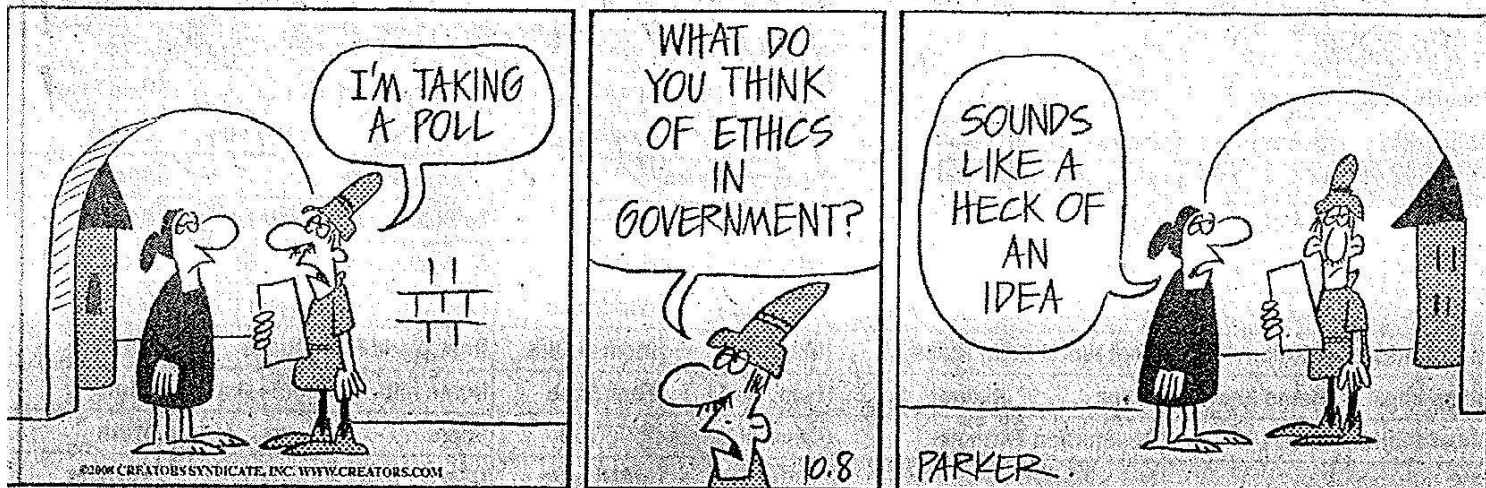
Culture of Integrity

Calvin Bellamy

President, Shared Ethics Advisory Commission
Partner, Krieg DeVault LLP

November 14, 2017

Wizard of Id By Brant Parker



Wizard of Id BY BRANT PARKER



Shared Ethics

ADVISORY COMMISSION

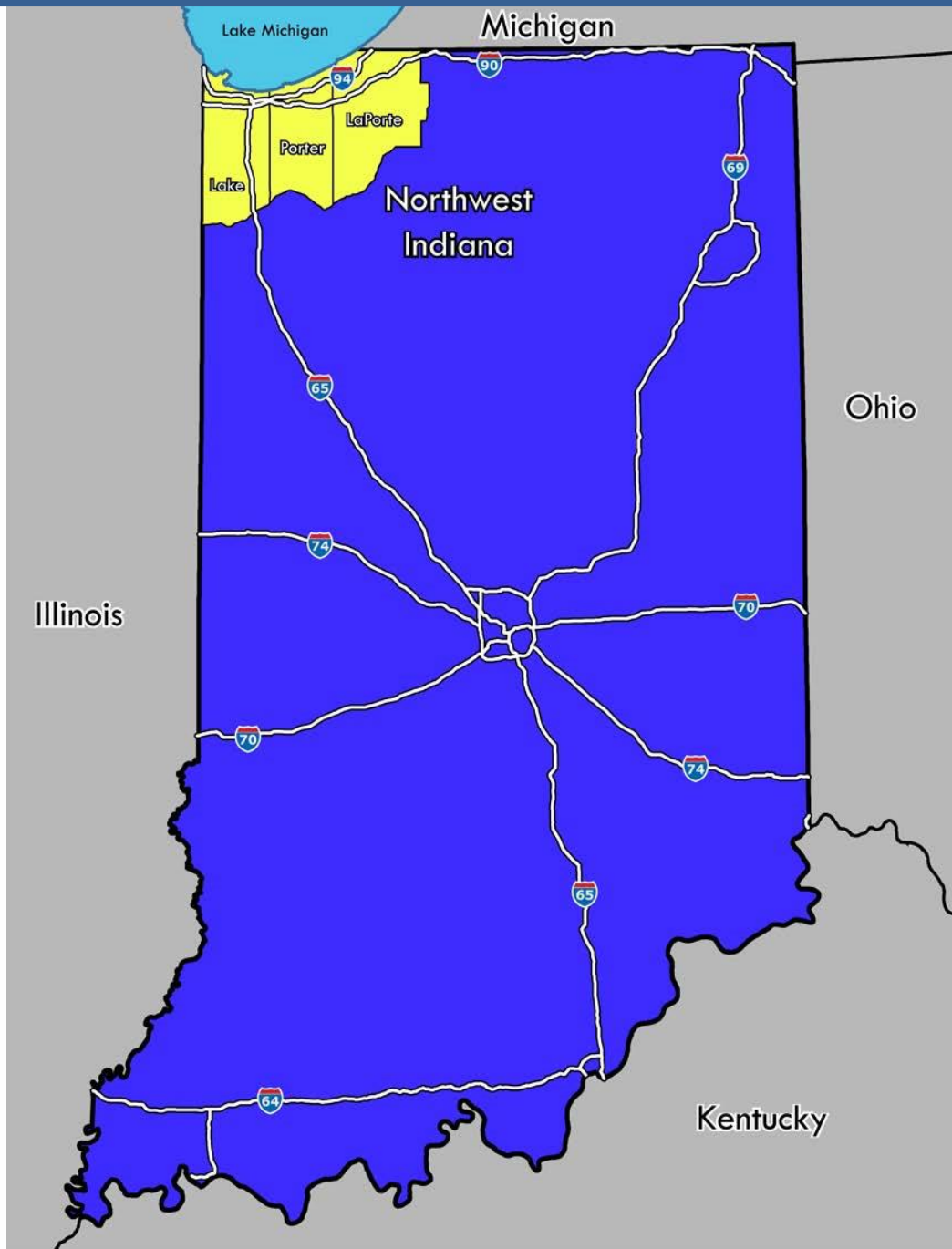
Who we are?

Twenty Four towns and cities and the three counties that make up Northwest Indiana.

What do we do?

Provide training on ethical decision-making for *all employees*, specialized training for *department heads and board and commission* members and host an annual *Ethics Summit*.

Special Projects: Candidate Ethics Action Pledge and Ethics Policy Checklist



Twenty Four Member Communities

Counties	Cities	Towns	
Lake	Crown Point	Burns Harbor	Merrillville
LaPorte	East Chicago	Cedar Lake	Munster
Porter	Gary	Chesterton	Ogden Dunes
	Hobart	Dyer	Portage
	Lake Station	Hebron	Schererville
	Valparaiso	Highland	St. John
	Whiting	Lowell	Westville

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Contents Of Train-The-Trainer Kit

No.	Description	Provided on the Jump drive	Provided Locally
1	Choosing a Course Option (A, B, C, or D)	✓	
2	Copies of PowerPoint Presentations for All Options (Instructor Use Only)	✓	
3	Participant Packets for All Options • Includes Evaluation Sheets	✓	
4	Instructor Packets for All Options	✓	
5	"How to Set up a Class" • Step-by-Step Instructions • Sample Training Announcement • Agendas • Sign-in Sheet • Event Day Checklist	✓	
6	Suggested Trainer Tips	✓	
7	How is the Jump Drive Organized?		In Binder
8	Movie "Ethics In Government"		On DVD
9	Jump Drive with Presentations and Digital Copies		In Binder

Shared  Ethics
ADVISORY COMMISSION

Bringing Ethics Awareness and Training to our Communities

Department Head Ethics Training

Keynote Speaker

David Limardi

International City / County
Management Association

Lunch
will be
Served

Wednesday October 4, 2017

9:30 a.m. Registration

10:00 a.m. Presentation

12:00 p.m. Lunch

**Harre Union
Valparaiso University**

1509 Chapel Drive
Valparaiso, Indiana 46383

go to www.valpo.edu and select maps & directions

RSVP:

By Monday September 25, 2017

reservations@sharedethics.com

or 219-706-9018

No charge, but reservations required

 **LEGAL & ETHICS**
CONFERENCE

BOARD AND COMMISSION

ETHICS TRAINING



www.sharedethics.com

Shared Ethics Advisory Commission has scheduled ethics training for elected officials and citizens who serve on boards and commissions.

When: Thursday September 29, 2016

Time: 6:00 P.M. to 8:30 P.M.

Where: Sand Creek Country Club (dinner served)
1001 Sand Creek Drive, Chesterton, Indiana

What: “Principled Public Service: Leading in the Public Eye”
by
Michael Griffin, Highland Clerk-Treasurer

Questions and Answers Following the Presentation

Cost: No charge for representatives for member communities

RSVP: By Friday September 16, 2016
with attendee's name and community

reservations@sharedethics.com

or

Carolyn Brown or Mary Thorne at (219) 706-9018



SHARED ETHICS ADVISORY COMMISSION
presents

Please
Share
Invitation
with others

2017
ETHICS SUMMIT

Friday April 7, 2017

8:00 AM Registration / Hot Breakfast

8:30-11:00 AM Keynote Remarks / Discussion

Croatian Center Banquet Hall

8550 Taft Street, Merrillville, Indiana 46410

Keynote Speaker

Honorable W. Paul Helmke, Jr.
former Mayor of Fort Wayne, Indiana
Professor of Practice, Indiana University
School of Public and Environmental Administration

and

Young Citizens Debate:

Ethics / Policy Issues when Elected
Officials are Absent from Duties
Munster and Chesterton High School
Championship Debaters

RSVP:

By Friday March 24, 2017
reservations@sharedethics.com
or 219-706-9018

No charge, but reservations required





2016 Candidate Ethics Action Pledge

If elected to the office I seek, I commit myself to being an advocate for ethical practices within my realm of responsibility. Specifically, I pledge to support in my unit of government to the extent of my authority and ability:

- Ethics training for all employees.
- A comprehensive ethics policy and vigorous enforcement.
- Whistleblower protection for employees filing ethics complaints.

Dated: _____

Community

Signature

Office Sought

Printed Name

Return by: April 15, 2016

Return to: Calvin Bellamy, Shared Ethics Advisory Commission, 8001 Broadway, Suite 400, Merrillville, IN 46410 or cbellamy@kdlegal.com.





Ethics Policy Checklist

2015-Version 1.5

May 20, 2015

Member Communities

Counties: Lake, LaPorte and Porter. Cities: Crown Point, East Chicago, Gary, Hobart, Valparaiso and Whiting. Towns: Burns Harbor, Cedar Lake, Chesterton, Dyer, Hebron, Highland, Lowell, Merrillville, Munster, Ogden Dunes and Schererville

BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

Visit us online at www.sharedethics.com



Dictionary Definition

INTEGRITY . . . “firm adherence to a code of especially moral or artistic values: INCORRUPTIBILITY.”

Merriam Webster’s Collegiate Dictionary

SYNONYMS . . . Uprightness, honesty, rectitude, truthfulness, sincerity, trustworthiness, faithfulness, conscientiousness.

Sample from Rodale’s Synonym Finder

Other Definitions

“The measure of a man’s real character is what he will do if he knows he will never be found out.”

Thomas Macaulay
(1800 – 1859)



American Society for Public Administration Code of Ethics

The American Society for Public Administration (ASPA) advances the science, art, and practice of public administration. The Society affirms its responsibility to develop the spirit of responsible professionalism within its membership and to increase awareness and commitment to ethical principles and standards among all those who work in public service in all sectors. To this end, we, the members of the Society, commit ourselves to uphold the following principles:

1. Advance the Public Interest. Promote the interests of the public and put *service to the public above service to oneself*.
2. Uphold the Constitution and the Law. Respect and support government constitutions and laws, while seeking to improve laws and policies to *promote the public good*.
3. Promote democratic participation. Inform the public and encourage active engagement in governance. Be open, transparent and responsive, and respect and *assist all persons*.
4. Strengthen social equity. *Treat all persons with fairness*, justice, and equality and respect individual differences, rights and freedoms. Promote affirmative action and other initiatives to reduce unfairness, injustice, and inequality in society.
5. Fully Inform and Advise. Provide accurate, honest, comprehensive, and timely information and advice to *elected and appointment officials* and governing board members, and to *staff members* in your organization.
6. Demonstrate personal integrity. Adhere to the highest standards of conduct to *inspire public confidence and trust in public service*.
7. Promote Ethical Organizations: Strive to attain the highest standards of ethics, stewardship, and public service in organizations that *serve the public*.
8. Advance Professional Excellence: Strengthen personal capabilities to act competently and ethically and *encourage the professional development of others*.

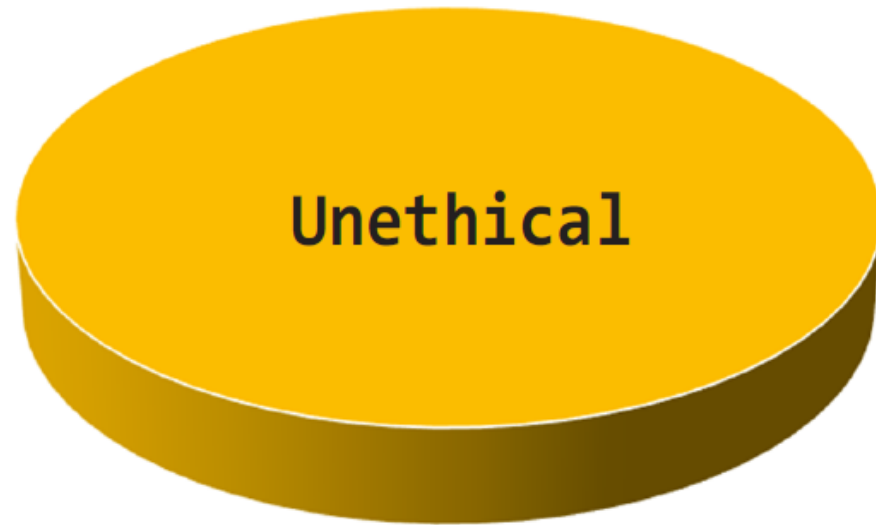


What's Criminal?

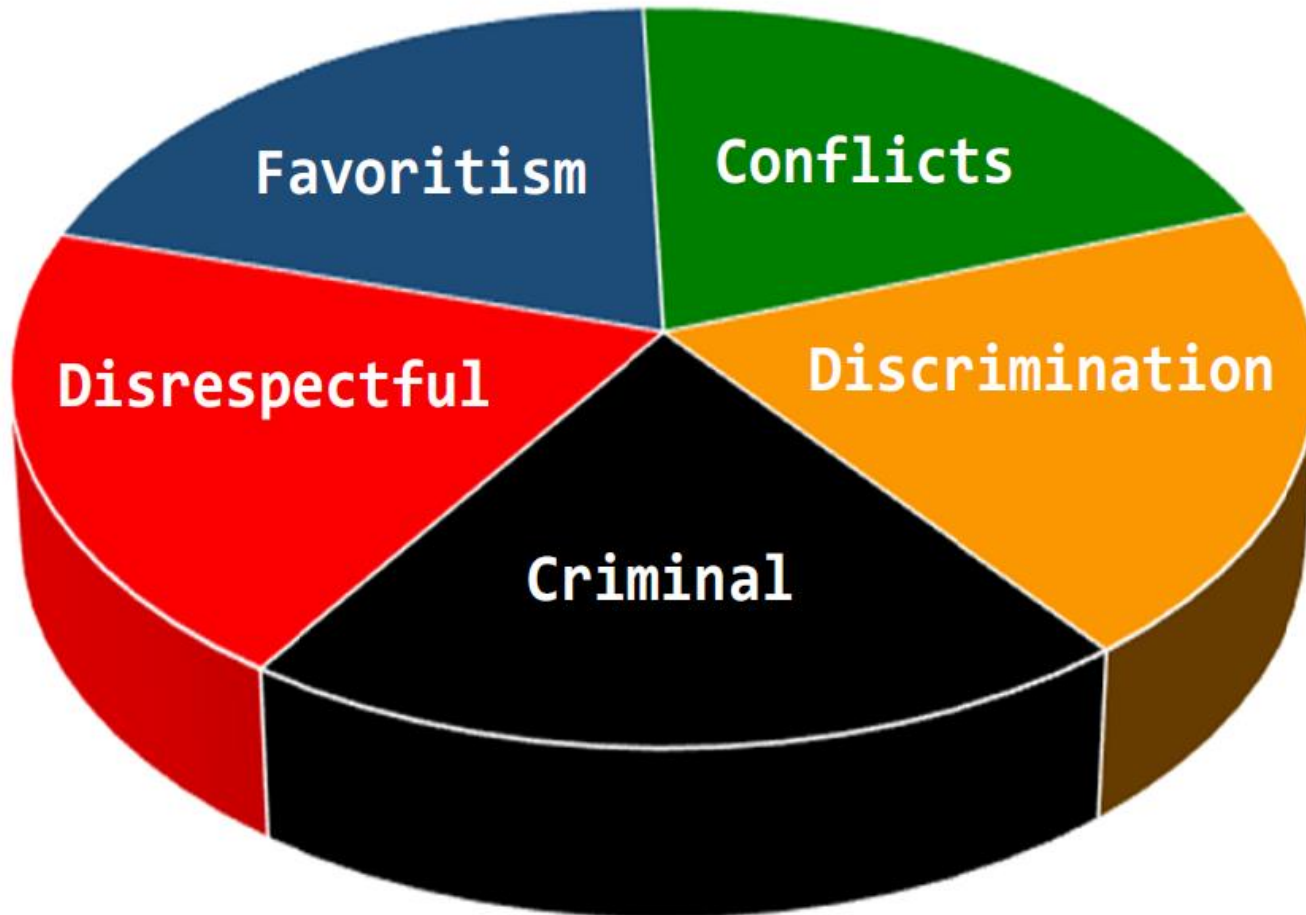
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What's Unethical?

Two Types of Unethical Behavior?



Elements of Unethical Behavior



Non Sequitur By Wiley Miller

INEVITABLE
INTERSECTION
on the
ROAD OF LIFE...

VLONICS.COM

WILEYINKREATHLINE.NET



MORALLY RIGHT
LEGALLY RIGHT

WILEY002

UNIVERSAL PRESS



Four Things I Think I Know

1. Not born with Integrity
2. Ethical behavior = lifelong effort
3. The more specific, the better
4. Others around you can help

Learning/Reinforcing

“[People] more frequently require
to be reminded than informed.”

Samuel Johnson
(1709 – 1784)

Question

Why isn't everyone committed to creating a culture of integrity?

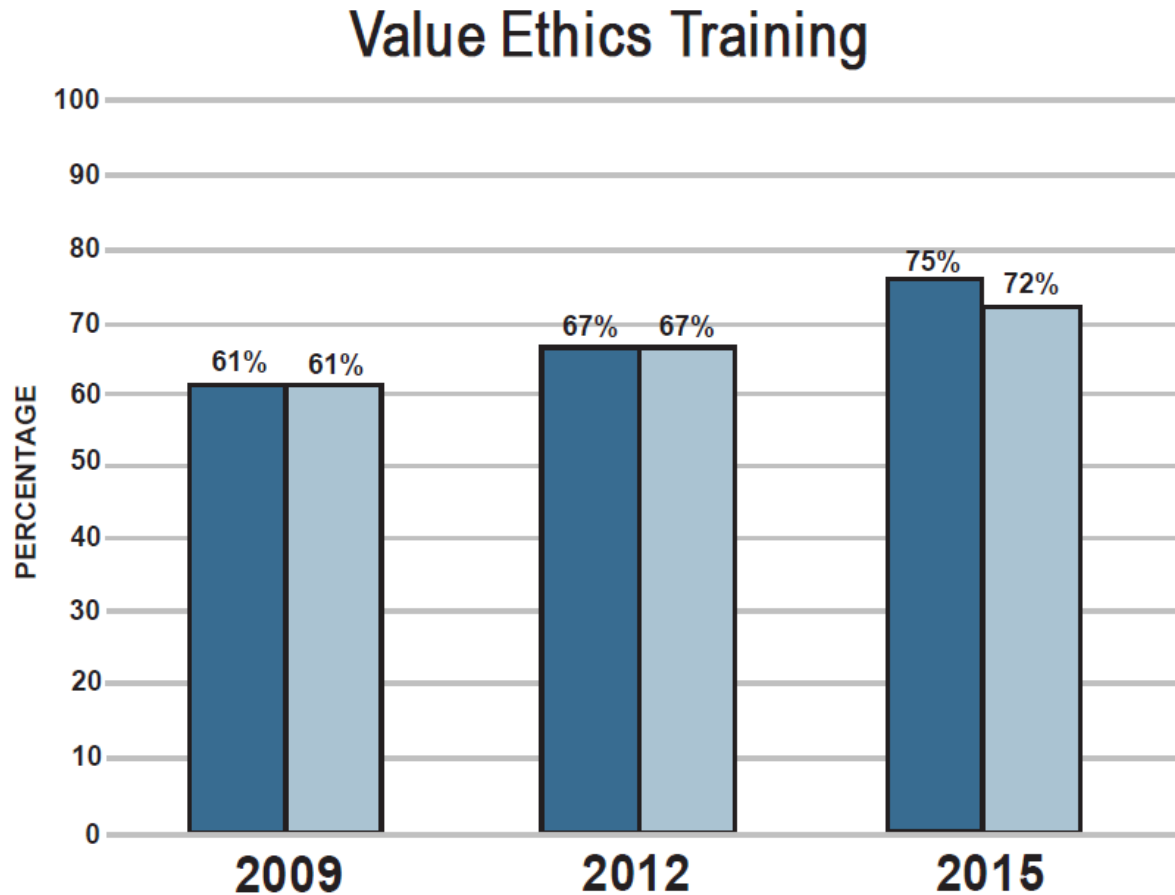
Answers Sometimes Given

1. Criminals will be criminals.
2. Too much trouble for a tangible return.
3. Integrity/Ethics can't be taught.
4. Already taught at home/church/school.
5. We only hire people with common sense.
6. Bragging/Apologizing

Empirical Evidence

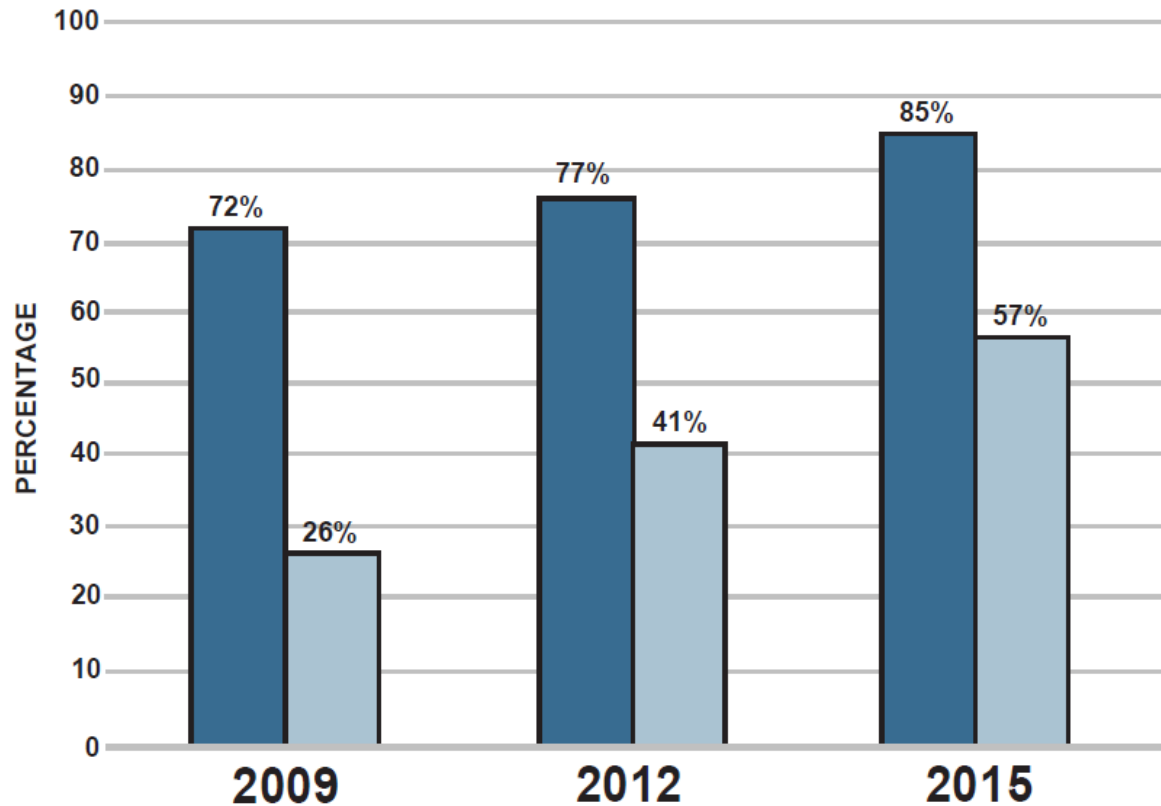
1. When asked, employees say they value ethics training.
2. Training specific to an employee's workplace is most helpful.
3. Ethics training/ethics culture have positive impact on employee morale.

Do You Value Ethics Training?

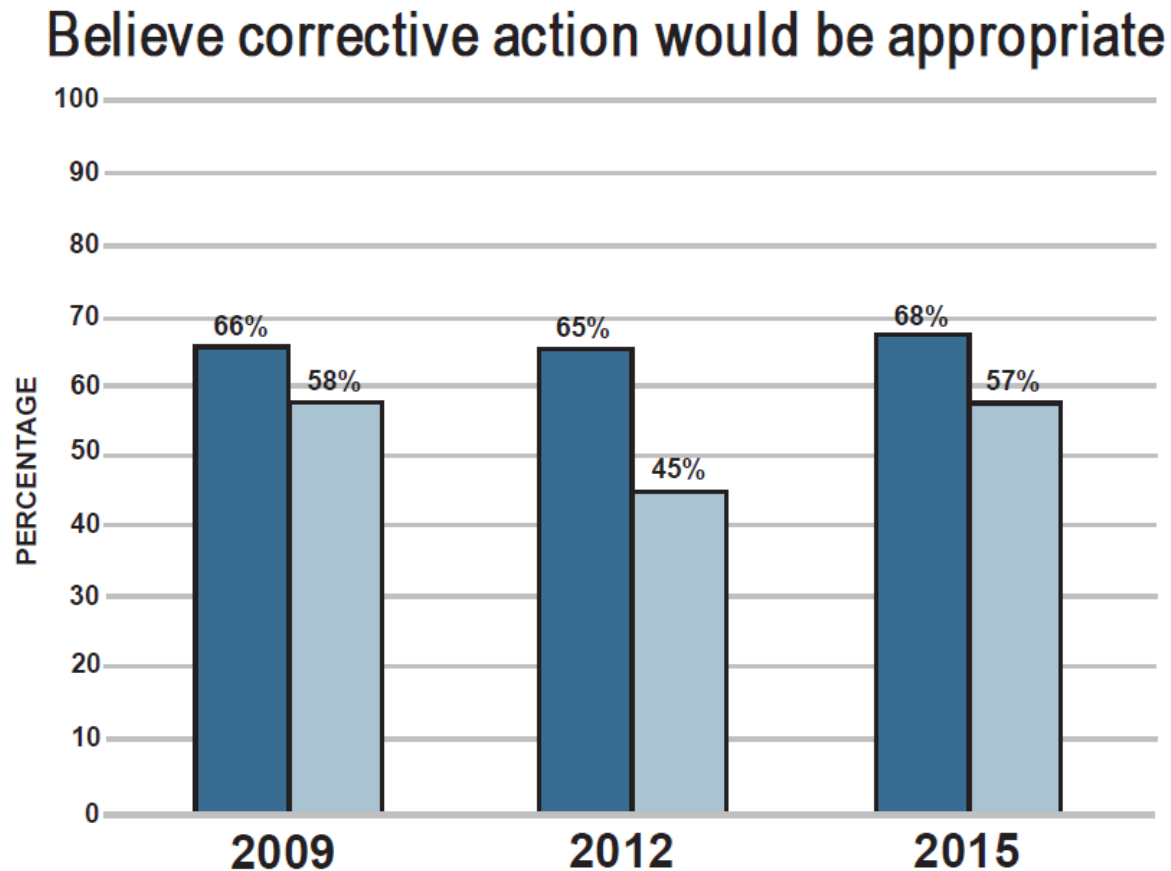


Do you Know How to Report an Ethics Violation?

Know how to report



Do You Think Corrective Action Will Be Fair and Apparent?



**DAD, I'M
CONSIDERING
A CAREER IN
ORGANISED
CRIME**

**GOVERNMENT OR
PRIVATE SECTOR?**

