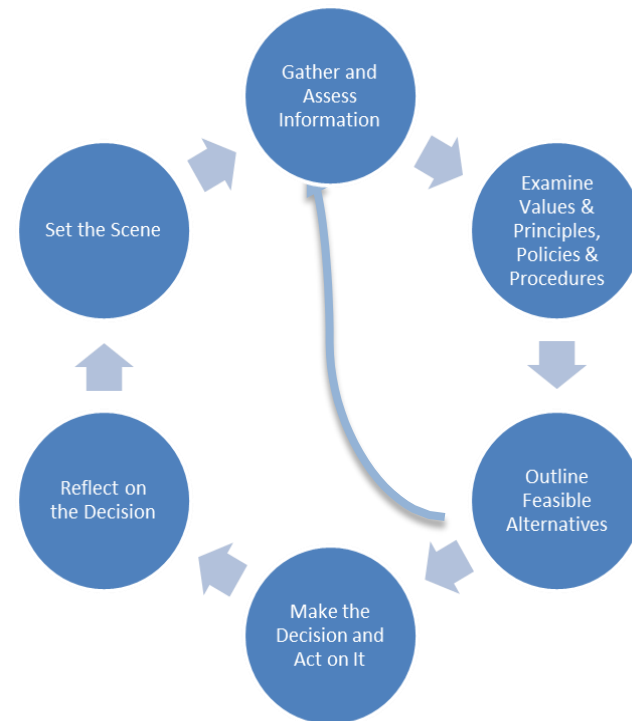




## The Framework for Ethical Decision-Making

The Framework is a step-by-step process for making ethical decisions intended for day-to-day use or for more complex decisions.

The arrows between the steps show that one step leads to another. The more you and your team use the Framework, the more skillful you become in applying it to ethical problems.



The Framework is not meant to be a restrictive structure. For instance, while working through the feasible alternatives for action, your team might become aware of a gap in factual knowledge. Ethical decisions are only as good as the information in which they are grounded. Clearly, this gap would require your team to “loopback” to reassess the facts.

Contact The Ethics Centre for more information.

## The Framework for Ethical Decision-Making

### Set the Scene

What is the problem?  
What is at stake? What drives the problem?  
Who is/should be involved in the decision-making process?

### Gather and Assess Information

What is going on? What are the facts? Which are relevant? Which are in dispute? Is there missing information?  
Who are the stakeholders?  
Would someone outside our group describe the problem differently?

### Examine Mission, Values, Principles, Policies, and Procedures

Take a look at:

- the Mission and Values of The Salvation Army in Canada & Bermuda; additional ethical values and principles upheld by your ministry unit; your profession
- the organizational policies and procedures upheld by The Salvation Army; your ministry unit; your profession

Are any at stake or in conflict?

Are any in conflict with personally held values or principles? Are any in conflict with other practical constraints?

### **Outline Feasible Alternatives**

Broadly speaking, what courses of action are available? Evaluate each course of action against the following measures:

- What are the foreseeable outcomes (harms and benefits)?
- Are any rights or responsibilities being breached?
- Would it be appropriate for others under similar circumstances to make this decision?
- What values is this course of action based on?
- Is this the way someone you admire, someone with integrity would act?

### **Make the Decision and Act on It**

#### **Reflect on the Decision**

Monitor the effects of the decision.

Are there things you would do differently next time? Does anyone (including you) feel their integrity has been compromised by the decision?

Should steps be taken in order that such a decision need not be made again?