

Another Code of Ethical Standards

In 2003, the International Board of Standards for Training, Performance and Instruction (IBSTPI) for Training Manager and the Instructional Designer. For the Training Manager the standards are:

I. Guiding Standards: Responsibilities to the Organization

- Provide efficient, effective, workable, and cost-effective solutions that advance organizational performance goals.
- Initiate and collaborate in organizational decision-making.
- Educate the organization in matters of instructional design and performance improvement.
- Inform the organization of potential conflicts of interest, and ethical, legal, and due process violations.
- Protect the privacy, candor, and confidentiality of information and communication of the organization and its members.
- Do not misuse organizational information for personal gain.

II. Guiding Standards: Responsibilities to Others

- Be honest and fair in interactions with others.
- Treat others with dignity and respect.
- Facilitate individual accomplishment.
- Do not engage in exploitative relationships.
- Do not discriminate unfairly in actions related to hiring, retention, salary adjustments and promotion.
- Do not represent the ideas or work of others as one's own.
- Do not make false or deceptive claims about self, others, or the work of the training function.

III. Guiding Standards: Responsibilities to the Profession

- Seek and acknowledge the contributions of others.
- Aid and be supportive of colleagues.
- Commit time and effort to the development of the profession.
- Promote the enforcement of ethical standards.

IV. Guiding Standards: Responsibility to Society.

- Support humane, socially responsible goals and projects for the organization.
- Ensure that training products and procedures reflect moral and ethical positions on societal issues.
- Consider the consequences of proposed solutions upon individuals, organizations, and the society as a whole.

Code of Ethical Standards for Instructional Designer

I. Guiding Standards: Responsibilities to Others

- Provide efficient, effective, workable, and cost-effective solutions to client problems.
- Systematically improve human performance to accomplish valid and appropriate individual and organizational goals.
- Facilitate individual accomplishment.
- Help clients make informed decisions.
- Inform others of potential ethical violations and conflicts of interest.
- Educate clients in matters of instructional design and performance improvement.
- Use guiding Standards: Social Mandates
- Support humane, socially responsible goals and activities for individuals and organizations.
- Make professional decisions based upon moral and ethical positions on societal issues.
- Consider the impact of planned interventions upon individuals, organizations, and the society as a whole.

II. Guiding Standards: Respecting the Rights of Others

- Protect the privacy, candidness, and confidentiality of client and colleague information and communication.
- Adhere to intellectual property regulations.
- Do not use client or colleague information for personal gain.
- Do not represent the ideas or work of others as one's own.
- Do not make false claims about others.
- Do not discriminate in actions related to hiring, retention, and advancement.

III. Guiding Standards: Professional Practice

- Be honest and fair in all facets of one's work.
 - Share skills and knowledge with other professionals.
 - Recognize the contributions of others.
 - Support and aid colleagues.
 - Commit time and effort to the development of the profession.
- Withdraw from clients who do not act ethically or when there is a conflict of interest.