ETHICS – THE FOUNDATION OF OUR PROFESSION

STATE OF MAINE

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Your presenter

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Objectives

By the end of this course, you will be able to:

• Understand the theories behind ethics and how to build this into your organization's culture.

• Understand the ethical conflicts that take place between individuals and organizations

• Understand the important role of a code of conduct and how to make this driving force in your decision making
Core Values

• Integrity
• Reliability
• Independence
• Accountability
• Focus on doing the right thing everyday for ourselves and our clients
• Code of conduct
Morality and Ethics Relationship

- Key terms
- Where does morality come from
- Why should humans be moral
- Customary or Traditional Morality
- Difference between ethics and aesthetics
Theories of Morality

1. Differences between how people do act and how they should act

2. Physiological Egoism – people act in their own best interest (always or sometimes)

3. Ethical Egoism – Individual, personal, universal
VIRTUE ETHICS
Virtue Ethics

- Key terms
- Aristotle Ethics
- Confucian role ethics
- Who is the ideal virtuous person
- Vice versus virtue
ABSOLUTE VS RELATIVISM
Absolute versus Relativism

- Meaning of absolute
- Meaning of relative
- Propositions and truth
REWARD AND PUNISHMENT
Reward and Punishment

• Reward/punishment – relation to Justice
• How to reward
• How to punish
• Justice
• Exercises
MANAGEMENT AND HUMAN RESOURCE TIPS
Management and human resource tips

- Hire the right people
- Instill and enforce a culture of ethics
- Tone from the top
- Continuous ethics training
- Instill personal responsibility and accountability
Human resources

• Background checks
• When a resume’ is not a resume´
• Facebook
• LinkedIn
• Google
• Government websites (Secretary of State)
WHEN IT ALL GOES WRONG
Fraud triangle

Pressure

Rationalization

Opportunity
Fraud warning signs

- Living beyond apparent means
- Divorce/family problems
- Staff reductions
- Experiencing financial difficulties
- Unusually close relationship with a vendor/customer
- Control freaks
- Refusal to take vacations
Key points

• Listen
• Listen
• Listen
Resources

- Ethics Theory and Practice – Thiroux and Krasemann
- Your organization’s code of conduct
- Human resource department
- Management team
- American Institute of CPAs
- ACFE – Anti-fraud resource guide
- Daily news articles
QUESTIONS
AND ANSWERS?