

In the wake of Enron, Worldcom and other scandals, human resource professionals can now use the CHRP national Code of Ethics to provide clear guidelines and requirements.

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The CHRP's National Code of Ethics

ENRON, MARTHA STEWART, AND Worldcom are just a few of the organizations or corporate personalities that come to mind when talking about ethical issues. But what does this have to do with human resources management or the CHRP designation?

Every human resources professional in Canada who holds the CHRP designation, along with CHRP candidates and CHRP exam registrants, must abide by the national Code of Ethics developed by the Canadian Council of Human Resources Associations (CCHRA). As CHRPs, we must adhere to this code in our daily activities. In our organizations we are responsible, through our words and actions, for ensuring that our

organizations do not become front-page news on ethical issues.

Many of the provincial HR associations had ethics statements prior to national standards for CHRP. When reviewing these different versions, it was interesting to note that each one focused on virtually the same issues. Now, we have a national Code of Ethics that represents the ethical standards for all CHRPs across Canada. Therefore, we all need to ensure that we meet the standards of the national Code of Ethics by reading the code and fully understanding the impact it will have on our roles as CHRPs within organizations.

Here are the components and requirements of the national Code of Ethics for the CHRP:

1 Preamble

As HR practitioners in the following categories:

- Certified Human Resources Professionals,
- CHRP Candidates, or
- CHRP Exam Registrants,

we commit to abide by all requirements of the Code of Ethics of the Canadian Council of Human Resources Associations (CCHRA), as listed in this [Code of Ethics] document. (Where provincial codes are legislated, those will prevail.)

2 Competence

Maintain competence in carrying out professional responsibilities and provide services in an honest and diligent manner.

- Ensure that activities engaged in are within the limits of one's knowledge, experience, and skill.
- When providing services outside one's level of competence, or the profession, the necessary assistance must be sought so as not to compromise professional responsibility.

3 Legal Requirements

Adhere to any statutory acts, regulation, or bylaws that relate to the field of human resources management, as well as all civil and

criminal laws, regulations, and statutes that apply in one's jurisdiction.

- Not knowingly or otherwise engage in or condone any activity or attempt to circumvent the clear intention of the law.

4 Dignity in the Workplace

Support, promote, and apply the principles of human rights, equity, dignity, and respect in the workplace, within the profession and in society as a whole.

5 Balancing Interests

Strive to balance organizational and employee needs and interests in the practice of the profession.

6 Confidentiality

Hold in strict confidence all confidential information acquired in the course of the performance of one's duties, and not divulge confidential information unless required by law and/or where serious harm is imminent.

7 Conflict of Interest

Either avoid or disclose a potential conflict of interest that might influence, or be perceived to influence, personal actions or judgments.

8 Professional Growth and Support of Other Professionals

Maintain personal and professional growth in human resources management by engaging in activities that enhance the credibility and value of the profession.

9 Enforcement

The Canadian Council of Human Resources Associations works collaboratively with its member associations to develop and enforce high standards of ethical practice among all its members.

Most of us are probably living this code all the time. However, it is helpful to review it on a regular basis to remind us of our obligation as CHRPs.

Currently, the various provincial processes are being streamlined into one national standard by the CCHRA. In the meantime, continue to live the Code of Ethics by ensuring your organization meets the national Code of Ethics standards. **P** Neil B. Zambik is president of People Insights, Inc. Contact: neil@peopleinsights.com