

Ethical Dilemmas

Use the NAEYC Code for guidance in figuring out what you might do if faced with each situation.

Scenario 1:

A child in your program has several suspicious marks on his face and body. You and the staff members suspect physical abuse has occurred. The child's father is a very well-respected and high-ranking member of your community. You know an accusation of abuse would garner a great deal of attention.

What core value(s) apply in this situation?

To whom do you have responsibilities?

What guidance can you find in the Code? List the relevant items from the Code and their numbers (be sure to look in all 4 parts and at Ideals and Principles).

Based on your analysis of the guidance from the Code what do you think "the good manager" should do in this situation?

Scenario 2:

A parent in your program believes very strongly that medical intervention is against the will of God. Her children have been relatively healthy, but one of them was just diagnosed with a chronic condition. Without treatment, the child's life expectancy will be greatly reduced and he will experience chronic pain. He is already beginning to experience symptoms, but he has not undergone any of the treatments that are available in your community.

What core value(s) apply in this situation?

To whom do you have responsibilities?

What guidance can you find in the Code? List the relevant items from the Code and their numbers (be sure to look in all 4 parts and at Ideals and Principles).

Based on your analysis of the guidance from the Code what do you think "the good manager" should do in this situation?

Scenario 3:

The youth soccer coach is known as a "great guy." The children, families, and staff all love him. He has done a lot for the community: he leads charity events, sponsors holiday gift drives, and donates his time for coaching. He even took a group of 6th graders on an overnight trip to a professional soccer game. Although the trip was well chaperoned by families and staff, you overheard two of the boys joking about one of coach's "favorites." One of the boys joked about the coach's "buddy system" and not wanting to get stuck alone with the coach. You quickly realize that the boys' conversation has taken a sexual turn.

What core value(s) apply in this situation?

To whom do you have responsibilities?

What guidance can you find in the Code? List the relevant items from the Code and their numbers (be sure to look in all 4 parts and at Ideals and Principles).

Based on your analysis of the guidance from the Code what do you think "the good manager" should do in this situation?

Scenario 4:

While reviewing your program files, you realize that the criminal background check approvals for several of your employees are missing. They were all hired at approximately the same time, and you realize that you never confirmed that those checks had been completed. The staff members have been caring for children several months now and are competent members of your team. Staff background checks have received a lot

of scrutiny lately. You know that this oversight could bring a lot of unwanted media attention to your program and damage your program's reputation.

What core value(s) apply in this situation?

To whom do you have responsibilities?

What guidance can you find in the Code? List the relevant items from the Code and their numbers (be sure to look in all 4 parts and at Ideals and Principles).

Based on your analysis of the guidance from the Code what do you think "the good manager" should do in this situation?

The Process of Resolving an Ethical Dilemma

- Identify the problem
- Decide if it involves ethics
 - Is it a dilemma or responsibility?
 - Can it be finessed?
- Look for guidance in the NAEYC Code
 - What are the conflicting values? How should they be prioritized?
- What is the most ethically defensible course of action?