



HEALTHIER WORKPLACES | A HEALTHIER WORLD

2024 CIHC 33RD ANNUAL
PROFESSIONAL DEVELOPMENT SEMINAR

***ETHICS - "AN OUNCE OF PREVENTION IS WORTH A
POUND OF CURE"***

Nancy M. McClellan, M.P.H., CIH, CHMM

Occupational Health Management, Inc. CEO

AIHA Vice-President

University of Michigan SPH COHSE External Advisory Board Chair

Why Am I Here?



Nancy M. McClellan, M.P.H., CIH, CHMM

- Past Chair of the AIHA JIHEEC and OHTA
- Past AIHA and ABIH/BGC Boards of Directors
- I Love Our Profession!

1. “The single largest problem in ethics is the **inability to recognize** ethical issues”
Rushworth M. Kidder,
Ethicist
2. BGC Educational Requirement
3. **Common Denominator in IH/OH Practice**



WHY ARE WE ALL HERE?

OBJECTIVES FOR TODAY...

1

Provide you with a greater awareness of the importance & benefits of ethical behavior as an individual and within corporations

2

Understand the BGC Code of Ethics and its history

3

Understand the AIHA/ACGIH Principles of Good Practice Initiative as a Guideline

4

Review and practice some of the tools available to help guide you through the decision-making process

COMMON COMPONENTS WITHIN MOST PROFESSIONAL CODES OF ETHICS

Honesty.

Trustworthiness.

Loyalty.

Respect for others.

Adherence to the law.

**Doing good and avoiding
harm to others.**

Accountability.

WHAT'S REALLY AT RISK?

**“THE REPUTATION
OF A THOUSAND
YEARS IS
DETERMINED BY
THE CONDUCT OF
ONE HOUR.”**

***JAPANESE
PROVERB***

Warren Buffett:

<https://www.cnbc.com/2019/05/10/billionaire-warren-buffett-use-this-simple-test-when-making-tough-decisions.html>

- It all comes down to **reputation**, the billionaire told the audience. Integrity and ethics are essential for building a solid, positive reputation. They also indicate trust and adherence to high moral standards.
- “We have all the money we need,” Buffett said, referring to himself and Gates. “While we’d like to have more, we can afford to lose money. But we can’t afford to lose reputation. Not a shred.”

THE 4 DIFFERENT ETHICAL PARADIGMS (PER THE INSTITUTE FOR GLOBAL ETHICS)

- **Truth vs Loyalty**: Contrasts telling the truth or being honest with the values responsibility or promise-keeping. “Telling the truth” most commonly means accurately reporting the facts, whereas loyalty focuses on allegiance to a friend, a group, or a set of ideas.
- **Short-term vs Long-term**: involves the immediate needs of the present conflicting with those of the future.
- **Individual vs Community**: pits the interests of the individual, standing all alone, against those of some larger group (to which the individual also often belongs). Or it could be about the interests of one person compared to another, or the interests of a small group compared to those of some larger group.
- **Justice vs. Mercy**: is a choice between going by the book and bending the rules. It involves choosing between fairness and equal treatment of everyone on the one hand, and compassion and allowing for exceptions on the other hand.

- There are >2.4 million occupational chemical exposure deaths per year (WHO/ILO)
- There are >300K safety related deaths per year (WHO/ILO)

VALUE OF AN ETHICAL CORPORATE EHS CULTURE

- 71% of professionals say they would be willing to take a pay cut to work for a company that has a mission or values they believe in and share.
- 56% of consumers say they will stop buying from companies they find unethical
- <https://www.wgu.edu/blog/ethical-dilemmas-how-scandals-damage-companies1909.html>



4 CORPORATE CULTURE ETHICS INDICATORS

**(SOURCE: HARVARD BUSINESS
REVIEW, AUGUST 2024)**

- 1. Commercial Pressures and Targets**
- 2. “Survival Mode” Thinking**
- 3. Decision-Making Overload and Speed**
- 4. Envy of Unhealthy Status Symbols**



CORPORATE CULTURE

(HBR, 2024)

“We see a growing set of employees that, when under pressure, take ethical shortcuts, not to enrich themselves, but because they think they are helping the company.”

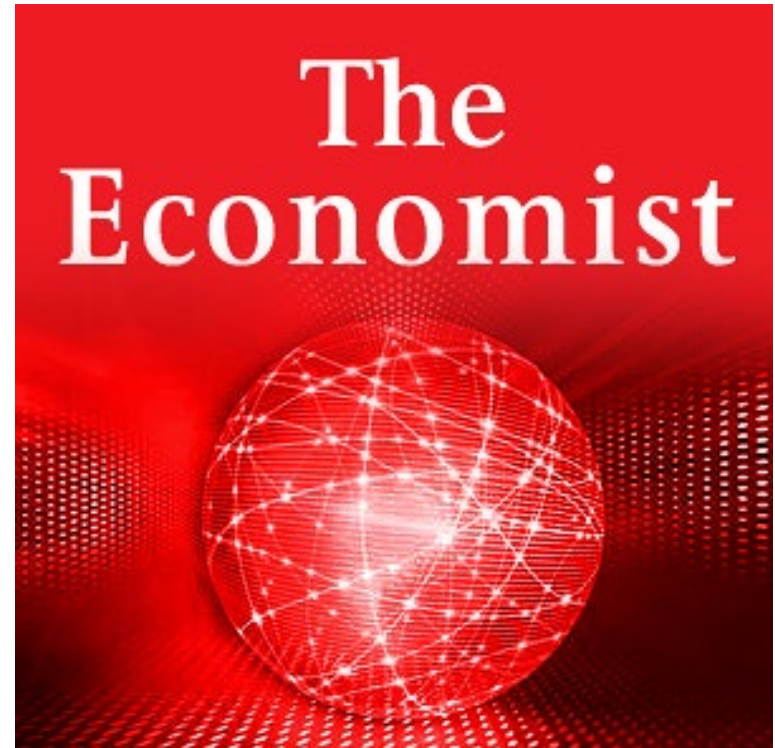
“... reinforce the value of processes, rules and procedures”.

**Strong, ethical corporate
cultures are good business.**

**Do high profits
enable greater
spending on
Corporate Social
Responsibility and
Ethics?**

or

**Is it that CSR and
Ethics itself creates
higher profits?**



INDIVIDUAL ETHICS VS. CORPORATE ETHICS

Corporate Ethics Factors

1. **External Environment**
(Regulations, Industry-Specific Issues, Media)
2. **Internal Corporate Culture**
(Top-Down Values, “Acceptable Risk”, Personnel Accountability)
3. **Management Ethics Review Process**
(Implemented Process with Enforced Code of Conduct or Paper Process)
4. **Industrial Hygienist Role**
(Principles of Good Practice as a Guideline, Send workers home healthy and safe)

THE INDIVIDUAL INDUSTRIAL HYGIENIST ROLE

Right vs. Wrong Issues

1. Legal Test
 - Are you breaking a law?
2. Stench Test
 - Does the action seem uncomfortable or “just wrong”?
3. Front-Page Test
 - Would you be embarrassed if the action were spread throughout the media?
4. Mom Test
 - Would your mom (or other loved one) be ashamed of you?

DECISION PRINCIPLES (PER THE INSTITUTE FOR GLOBAL ETHICS)

1. Ends-based thinking or consequentialism: One should do what produces the greatest good for the greatest number.
2. Rule-based thinking or deontology: an action is right only if it conforms to a universally applicable moral rule.
3. Care-based thinking: asks us to empathize with others and consider their needs.

CODE HISTORY

**Originally
Adopted**

Early 80's

Revised

- Cannons with Interpretive Guidelines
- Joint IH Ethics Education Committee (JIHEEC)

Mid 90's

**“Meeting of the
Minds”**

- ABIH, ACGIH, AIH, AIHA & JIHEEC

Mar. 2006

**BGC – Legally
Enforce-able
Code of Ethics**

- Diplomates, Applicants & Examinees

May 2007

WHAT THE CODE IS, AND IS NOT

- A guideline for professional ethical decisions
- Not a hard and fast set of rules
- Not a replacement for good judgment

<https://gobgc.org/wp-content/uploads/2023/01/BGC-Code-of-Ethics.pdf>

“Stick to the Code” as noted by Capt. Hector Barbosa in the movie “Pirates of the Caribbean”

He then quickly said (when he felt necessary) that THE CODE was “actually more of a set of guidelines.”





BOARD FOR GLOBAL
EHS CREDENTIALING

- The BGC Code of Ethics (Code) applies to each individual certified by BGC credentialing programs (certificants) and each individual seeking certification (candidates).
- The Code serves as the minimum ethical standards for the professional behavior of BGC certificants and candidates.
- The Code is designed to provide both appropriate ethical practice guidelines and enforceable standards of conduct for all certificants and candidates.
- The Code also serves as a professional resource for EHS professionals, as well as for those served by BGC certificants and candidates.

BGC CODE OF ETHICS

Responsibilities to BGC, the profession and the public.

A. Certificant and candidate compliance with all organizational rules, policies and legal requirements.

A certificant/candidate must:

1. Comply with laws, regulations, policies, and ethical standards governing professional practice.
2. Provide accurate and truthful representations concerning all certification and recertification information.
3. Maintain the security of BGC examination information and materials, including the prevention of unauthorized disclosures of test information.
4. Cooperate with BGC concerning ethics matters and the collection of information related to an ethics matter.
5. Report, upon a reasonable and clear factual basis, apparent violations of the ethics code by certificants and candidates.
6. Refrain from public behavior that is clearly in violation of professional, ethical, or legal standards.

BGC CODE OF ETHICS

Responsibilities to clients, employers, employees and the public.

A. Education, experience, competency and performance of professional services.

1. Deliver competent services with objective and independent professional judgment in decision making.
2. Recognize the limitations of one's professional ability and provide services only when qualified. The certificant/candidate is responsible for determining the limits of his/her own professional abilities based on education, knowledge, skills, practice experience, and other relevant considerations.
3. Maintain and respect the confidentiality of sensitive information obtained in the course of professional activities unless: the information is reasonably understood to pertain to unlawful activity, a court or governmental agency lawfully directs the release of the information, the client or the employer expressly authorizes the release of specific information, or the failure to release such information would likely result in death or serious physical harm to employees and/or the public.
4. Properly use professional credentials and provide truthful and accurate representations concerning education, experience, competency, and the performance of services.

BGC CODE OF ETHICS (CONT'D)

5. Provide truthful and accurate representations to the public in advertising, public statements or representations, and in the preparation of estimates concerning costs, services, and expected results.
6. Recognize and respect the intellectual property rights of others and act in an accurate, truthful, and complete manner, including activities related to professional work and research.
7. Affix or authorize the use of any issued BGC organization's seal, stamp, signature, or other signifier of certification by the certificant only when the document is prepared by the certificant/candidate or has been fully reviewed and approved by the certificant/candidate. Any such use does not represent BGC approval of the work so endorsed.
8. Communicate clearly, to clients and/or employers, the potential consequences if professional decisions or judgments are overruled or disregarded.

CODE OF ETHICS (CONT'D)

B. Conflict of interest and appearance of impropriety.

A certificant/candidate must:

1. Disclose, to clients and/or employers, significant circumstances that could be construed as a conflict of interest or an appearance of impropriety.
2. Avoid conduct that could cause a conflict of interest with a client, employer, employee, or the public.
3. Assure that a conflict of interest does not compromise legitimate interests of a client, employer, employee, or the public and does not influence or interfere with professional judgments.
4. Refrain from offering or accepting significant payments, gifts, or other forms of compensation or benefits in order to secure work or that are intended to influence professional judgment.

C. Public health, safety, and the natural environment.

A certificant/candidate must:

1. Follow appropriate health and safety procedures, in the course of performing professional duties, to protect clients, employers, employees, and the public from conditions where injury and damage are reasonably foreseeable.

Any violation of the preceding numbered requirements may result in sanctions up to and including the suspension or removal of credentials awarded by the BGC.

IH ETHICAL MISCONDUCT EXAMPLES

Deliberate overstatement of positive and understatement of negative results – skew of facts

Failure to share credit on a publication

Deliberate failure to acknowledge data limitations

Holding back findings to avoid negative results

Plagiarism

Most inquiries allege unethical conduct by IH consultants

Source of Inquiries

- Homeowners
- Landlords
- Employees
- Employers
- CIHs
- Source: ABIH/BGC Office

WHO'S GETTING INTO TROUBLE?

ABIH/BGC ETHICS CASE HISTORY

ABIH/BGC Ethics Complaints (25 formal complaints as of 2020)

- 1 Mediation
- 14 Rejected
- 1 Pending
- 9 Accepted
 - 1 Discontinued
 - 1 No Ethical Violation
 - 2 Legal Agreements
 - 5 Sanctioned

BGC REVIEW PROCESS

- Review by BGC CEO and/or 5 member Ethics Review Committee (ERC) to accept/reject
- Appeals
 - ERC
 - Board Appeals Committee – 3 Directors



POTENTIAL DISCIPLINARY ACTIONS

Ineligible for certification/recertification

Corrective actions

Private reprimand and censure

Public reprimand and censure

Probation including conditions on conduct

Suspension of certification

Revocation

THE AIHA GUIDELINE FOUNDATION

PRINCIPLES OF GOOD PRACTICE

Guideposts for Continuously Improving Our Professional Practice

Agenda:

- Quick Overview: AIHA Improving OEHS Science and Practice Initiatives
- Principles of Good Practice (PGP)
 - Background and Purpose
 - Occupational Exposure Assessment PGP
- Q and A



**GUIDELINE
FOUNDATION**



POLLING QUESTION #1

Below are 8-hr TWA Sample Results for a Similar Exposure Group (SEG). Are the SEG Exposures Acceptable or Unacceptable?

OEL = 100 ppm

Sample Data (ppm) Set #1
12
37
9
105
8
33

- ☐ Acceptable
- ☐ Unacceptable

POLLING QUESTION #2

Below are 8-hr TWA Sample Results for a Similar Exposure Group (SEG). Are the SEG Exposures Acceptable or Unacceptable?

OEL = 100 ppm

Sample Data (ppm) Set #2
4

- ☐ Acceptable
- ☐ Unacceptable

ADVANCING OUR SCIENCE AND PRACTICE FOUR EXCITING INITIATIVES:



**Defining the
Science**



**State of the
Art vs.
Practice**



**Improving
Exposure
Judgment**



**Principles of
Good Practice**



**GUIDELINE
FOUNDATION**





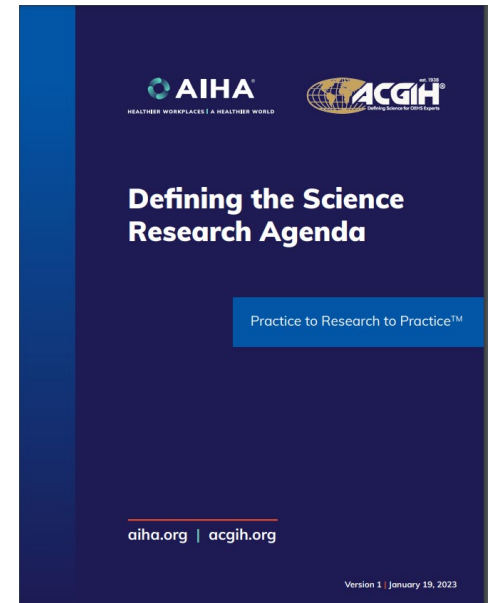
AIHA - ACGIH INITIATIVE: DEFINING THE SCIENCE

Making Research Work for Practitioners to Improve Protection for Workers and Communities

Defining the Science

1. Identify research initiatives needed to advance the state of OEHS science to address gaps in effective and efficient practice.
2. Identify areas of practice that do not hold up to current OEHS scientific findings so that AIHA, ACGIH, and other stakeholders may improve practice through focused outreach, promotion, and training.

Learn More [Here](#)



[Download Research Agenda HERE](#)



**State of the Art
Vs. State of the
Practice**

STATE OF THE ART VS. PRACTICE

Continuous Improvement Process:
**Address Gaps Between Current and
State of the Art OEHS Practice.**

April 2023
Pilot Survey:
**Occupational
Exposure
Assessment**

1. **Determine State of the Art / Best Practices.**
2. **Survey Practitioners Regarding Their Risk-Critical Practices.**
 - Document Current Practices and How They Differ from Best Practices.
 - Identify Existing Barriers to Achieving Best Practice Performance.
3. **Define and Implement Plans to Address Barriers and Empower Practitioners to Close Practice Gaps and Achieve Best-in-Class Performance.**

Learn More [Here](#)



Improving Exposure
Judgment

AIHA - ACGIH INITIATIVE: IMPROVING EXPOSURE JUDGEMENT ACCURACY

Improve Practice to Align with Current Science

Drive a significant shift in the OEHS practice paradigm: from one where tools and activities to improve exposure judgment accuracy and interpretation are rarely or sporadically used, to one where their use is routine and expected.

[Public Web Page](#)



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<http://audiencestack.com/>

THE SCIENCE: WE ARE OFTEN WRONG

Poor Accuracy & Underestimation Bias
when we do not use tools and activities to
improve exposure judgment accuracy.

Sad, but true

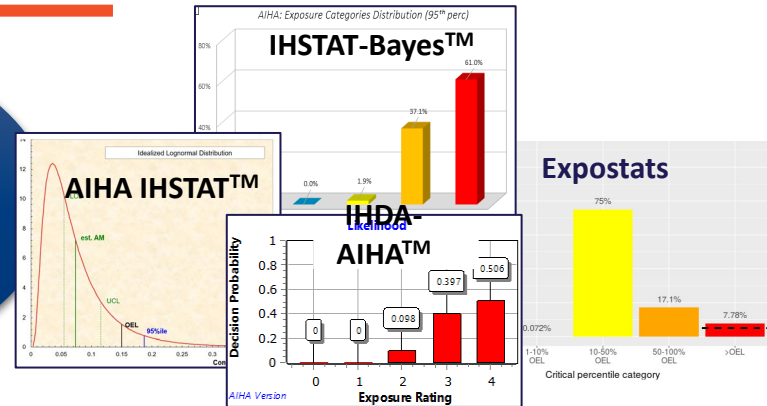


IMPROVING EXPOSURE DECISION ACCURACY: **FREE** COMPLETE RESOURCE PACKAGE



Registered Specialist
Exposure Decision Analysis

AIHA Registry Programs®



Access Resource Package [HERE](#)



FREE WEBINAR ON STATISTICAL ANALYSIS TOOLS
Making Accurate Exposure Risk Decisions **FREE!**

Taught by Leading Experts

- Paul Hewett Ph.D., MS, CH, FAHA**
Developed IH Data Analyst (IHDA) for Bayesian statistical analysis of monitoring data
- Jérôme Lavoué Ph.D., MS**
Led the development of Expostats for Bayesian statistical analysis of monitoring data
- John Mulhausen Ph.D., MS, CH, CSP, FAHA**
Authored the initial version of IHSTAT™ for traditional statistical analysis of monitoring data
- Andrew D. Perkins MS, CH, CSP, COHC**
Experienced in the application of statistical tools in accordance with the AIHA Exposure Assessment Strategy

8 Contact Hours !!

<https://www.aiha.org/education/elearning/online-courses/making-accurate-exposure-risk-decisions>

ADVANCING OUR SCIENCE AND PRACTICE FOUR EXCITING INITIATIVES:



**Defining the
Science**



**State of the
Art vs.
Practice**



**Improving
Exposure
Judgment**



**Principles of
Good Practice**

***A WORLD WHERE ALL WORKERS AND THEIR
COMMUNITIES ARE HEALTHY AND SAFE***



**GUIDELINE
FOUNDATION**



A Simple Example –

Consider Scenarios Assessed and Managed by Two OEHS Professionals “A” and “B” :



OEHS Professional A:

- Practice based solely on basic regulatory compliance.
- Uses OSHA PELs exclusively



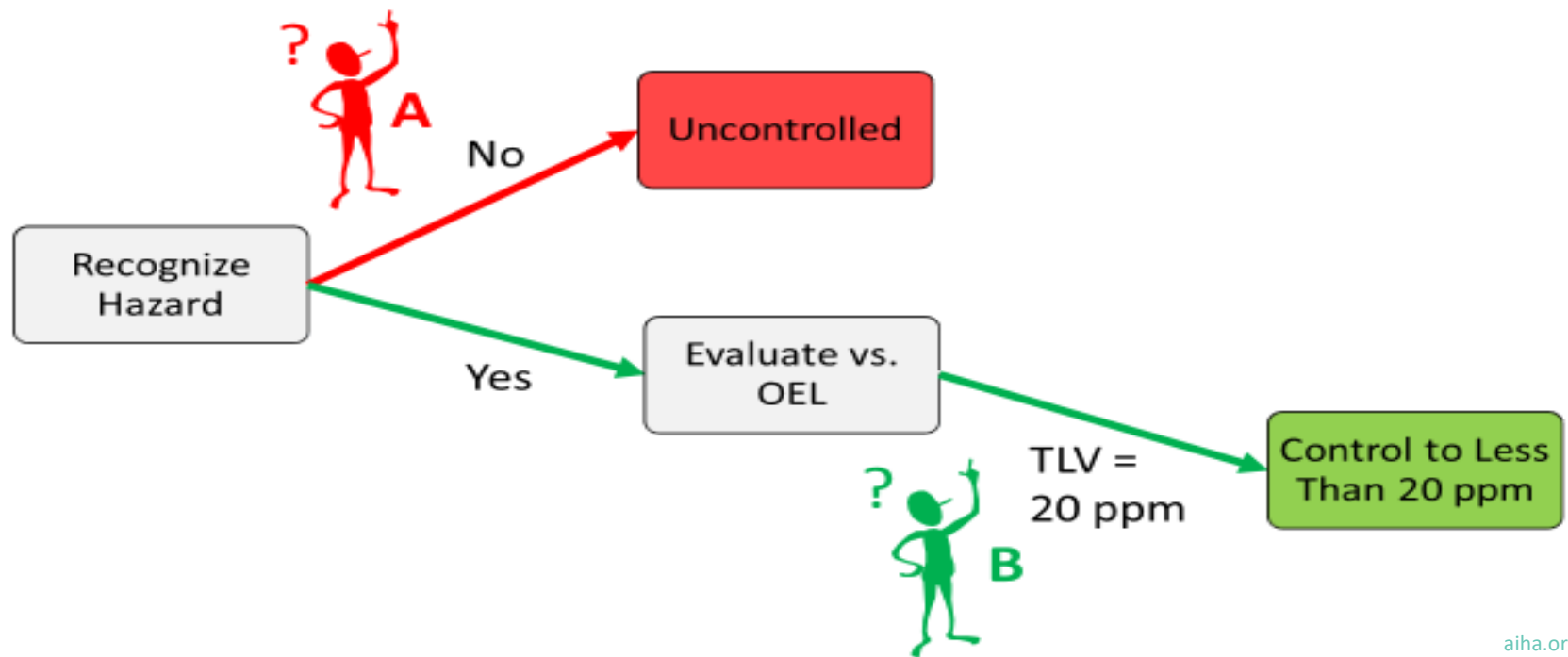
OEHS Professional B:

- Takes a comprehensive approach, considering all potential hazards, whether regulated or not.
- Uses lower of PEL or ACGIH TLV

A Simple Example –

Consider Scenarios Assessed and Managed by Two OEHS Professionals “A” and “B” :

Scenario 1. No PEL, TLV = 20 ppm

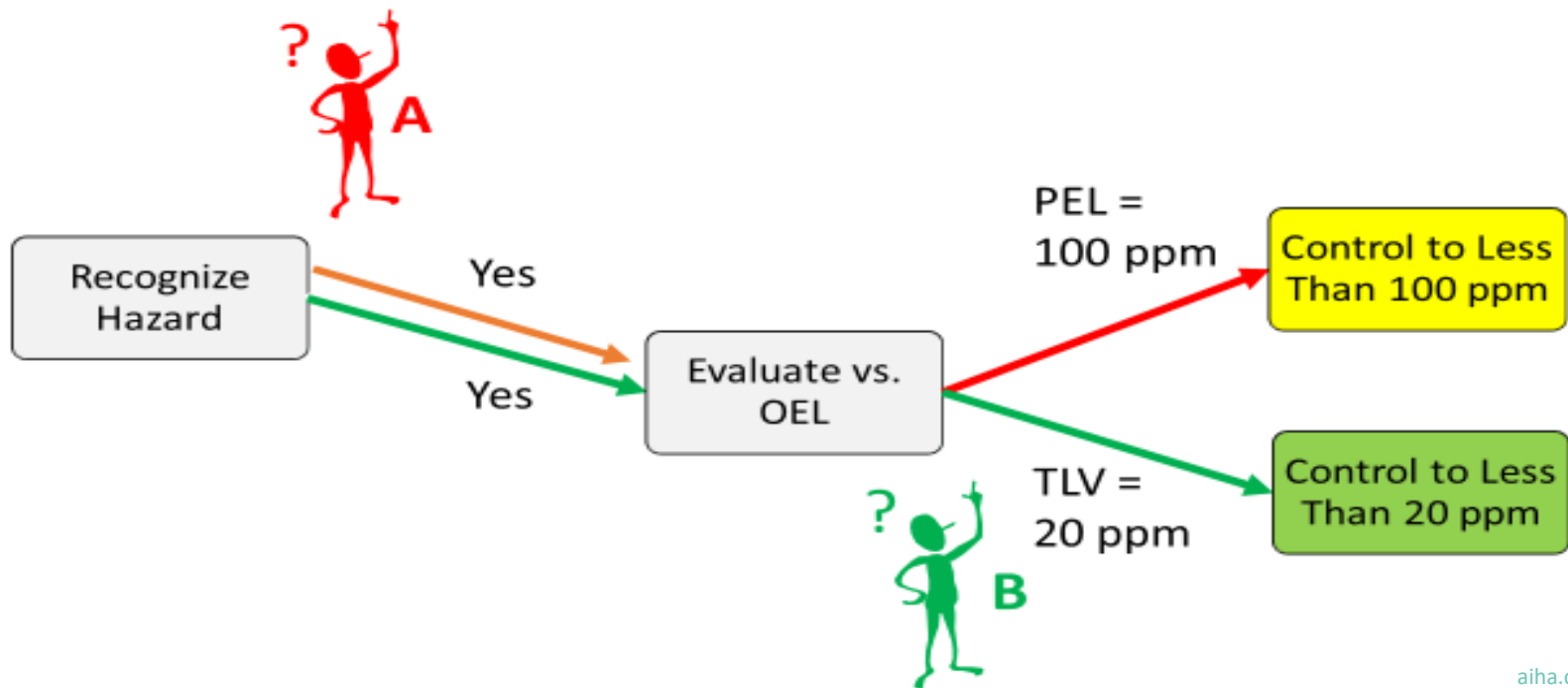


aiha.org |

A Simple Example –

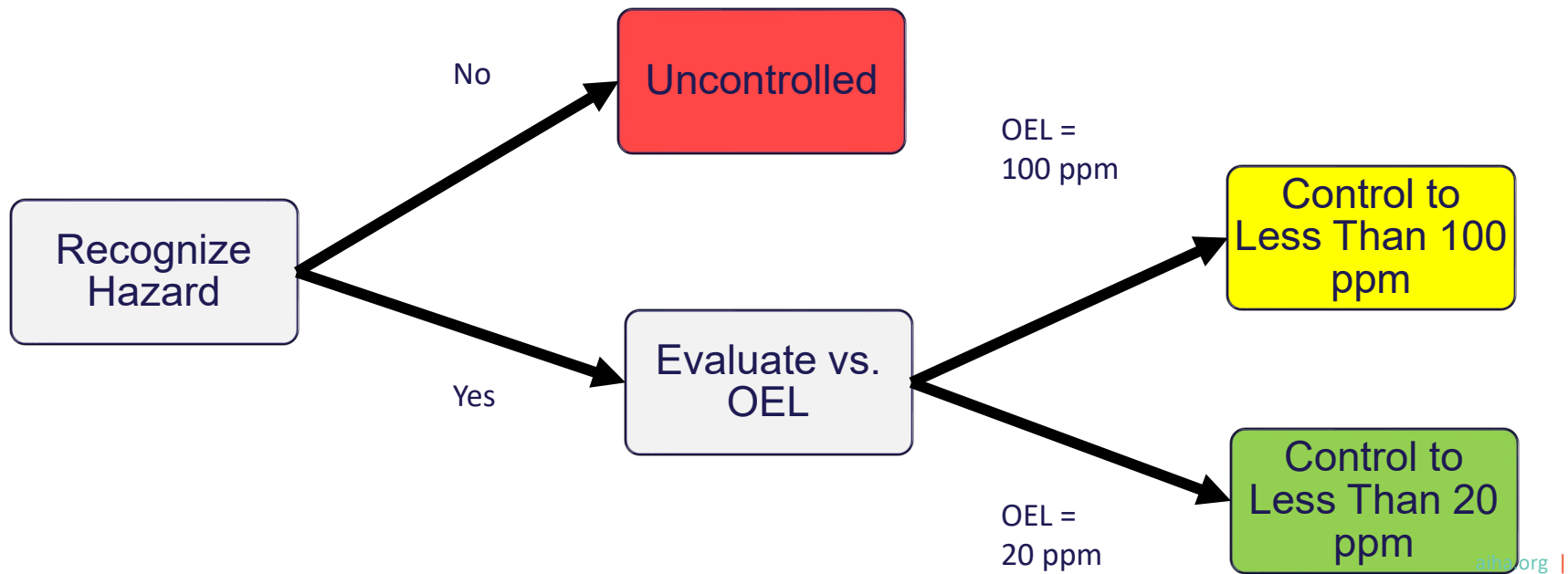
Consider Scenarios Assessed and Managed by Two OEHS Professionals “A” and “B” :

Scenario 2. PEL = 100 ppm, TLV = 20 ppm



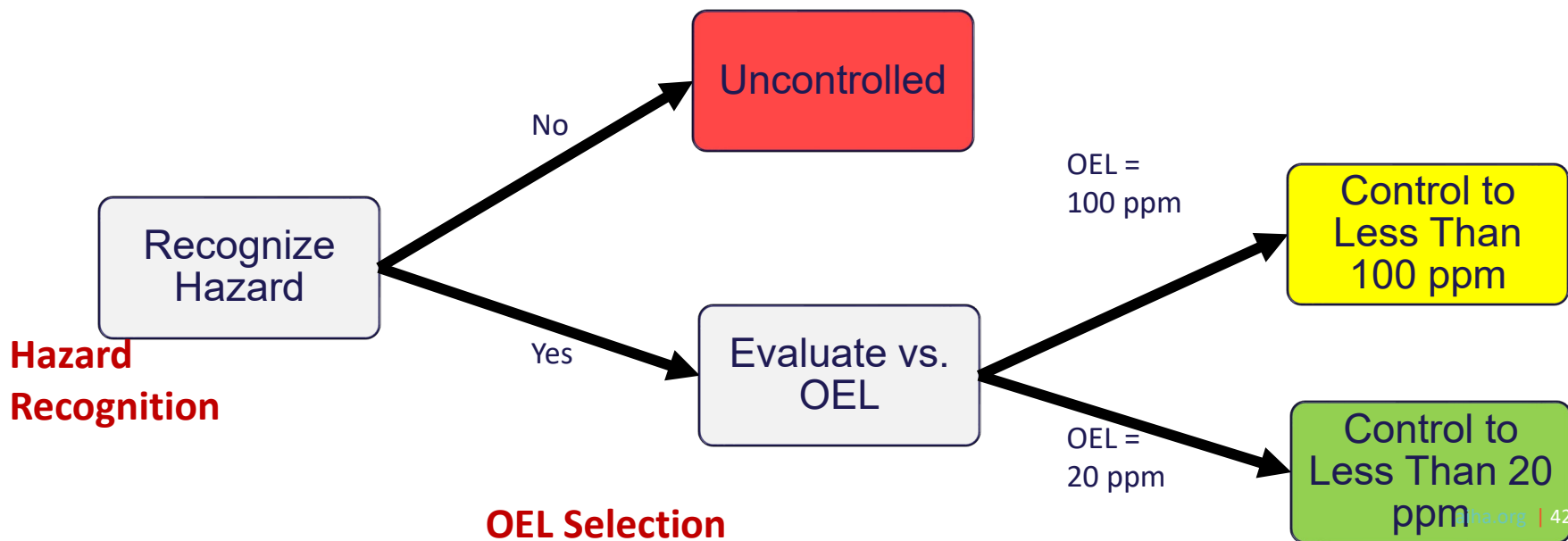
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IDENTIFY RISK-CRITICAL PRACTICES AND PRINCIPLES OF GOOD PRACTICE



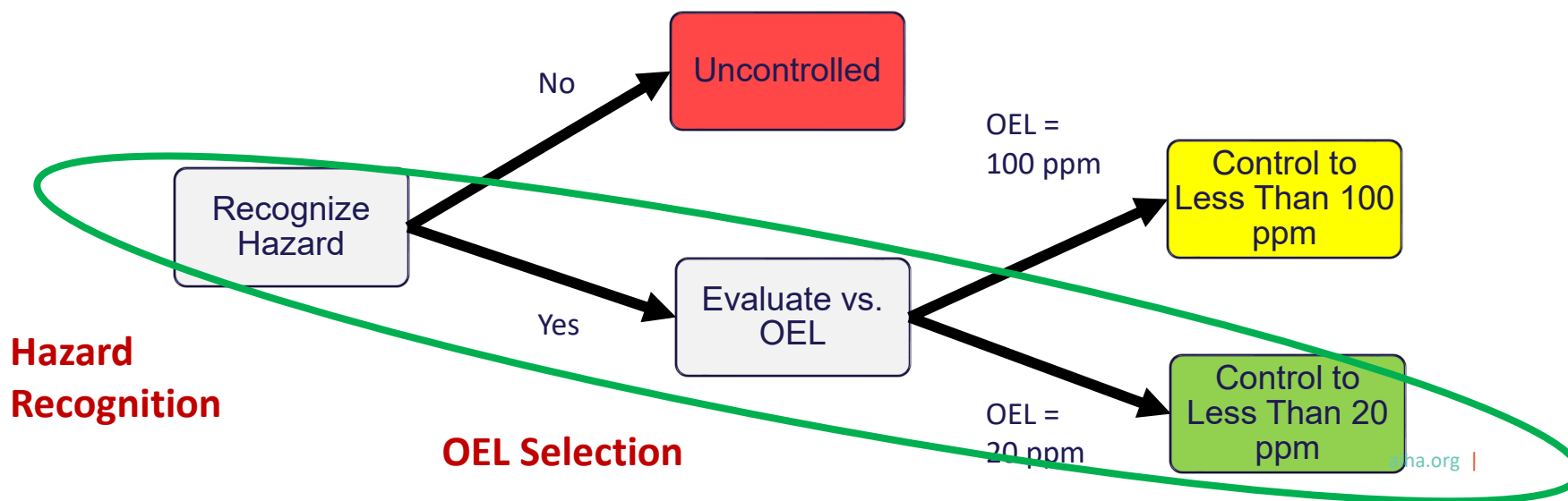
IDENTIFY RISK-CRITICAL PRACTICES AND PRINCIPLES OF GOOD PRACTICE

1. Risk-critical practices can be defined for OEHS risk management processes and programs.



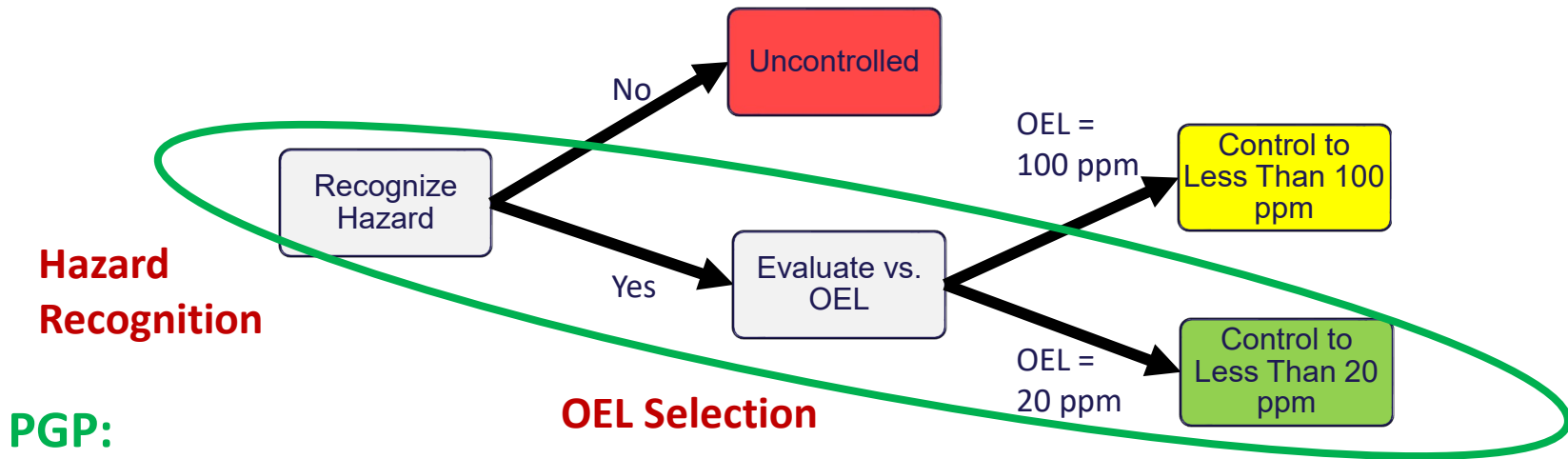
IDENTIFY RISK-CRITICAL PRACTICES AND PRINCIPLES OF GOOD PRACTICE

1. Risk-critical practices can be defined for OEHS risk management processes and programs.
2. Minimally acceptable professional expectations for those risk-critical practices can be identified.



IDENTIFY RISK-CRITICAL PRACTICES AND PRINCIPLES OF GOOD PRACTICE

1. Risk-critical practices can be defined for OEHS risk management processes and programs.
2. Minimally acceptable professional expectations for those risk-critical practices can be identified.



PGP:

- Comprehensive Approach
- Use Lower of PEL or ACGIH TLV

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EXAMPLE: EXPOSURE ASSESSMENT PGP

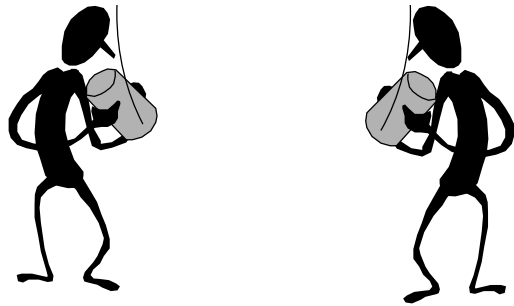
AIHA PRINCIPLES OF GOOD PRACTICE for OCCUPATIONAL EXPOSURE ASSESSMENT

V2: 05/02/2024

OEHS Process / Program	Risk-Critical Practices	Good Practice	Enhanced Practice	References
Scope and Objectives	<p>The AIHA Principles of Good Practice (PGP) for Occupational Exposure Assessment is directed at preventing work-related illness and disease. This is achieved through comprehensively assessing and managing all chemical, physical, and biological exposures for all workers across all workdays.</p> <p>Note: The PGP does not address workplace psychosocial risks, risks to the community, risks to the environment, product safety, and the management of safety hazards for the prevention of accidents and injuries.</p>	X		Chapter 2: Establishing the Exposure Assessment Strategy. A Strategy for Assessing and Managing Occupational Exposures. 4th Edition. AIHA 2015.
Program Management	<p>The organization maintains a written Occupational Exposure Assessment and Management program. The written program addresses all PGP elements either directly or by citing other administrative programs and procedures. Also, while the scope is all chemical, physical and biological agents, organizations may choose to partition the program into two or more environmental agent-specific programs. For example, an organization may establish an administratively separate ergonomics program where the PGP exposure assessment and management principles are used to prevent musculoskeletal disorders, strains and sprains.</p>	X		<p>Chapter 2: Establishing the Exposure Assessment Strategy. A Strategy for Assessing and Managing Occupational Exposures. 4th Edition. AIHA 2015.</p> <p>Occupational Exposure Assessment and Management - A Model Written Program. AIHA 2024.</p>

**WE HAVE THE RESOURCES WE
NEED TO MAKE GOOD,
SCIENTIFIC DECISIONS,
BUT...**

...TO AVOID ETHICAL PITFALLS



“In the *beginning*.....
Before you take a new job,
Before you sign a contract,
Before you agree to a course of
action,

Process Your Options
and Communicate!”

SOURCES OF FURTHER STUDY

- How Good People Make Tough Choices, Rushworth M. Kidder, 1995
- Business Ethics, Richard De George
- “Ethical Issues for Industrial Hygienists: Survey Results and Suggestions”, Laura A. Goldberg & Michael R. Greenberg, March 1993 AIHA Journal
- “Observations of Ethical Misconduct Among Industrial Hygienists in England”, Burgess G. L., Mullen, D., AIHA Journal (63) March/April 2002
- <https://gobgc.org/wp-content/uploads/2023/01/BGC-Code-of-Ethics.pdf>
- Thanks for the Lectures shared by Jeff Throckmorton, David Roskelley, Barbara Weeks, Pam Greenley, Steve Rucker of the JIHEEC!!!

ETHICS OF SENSOR DATA

- Evans, G. S., Kloke, H., & Jahn, S. (2023). Review of ethics for occupational hygiene hazard monitoring surveys using sensors. *Journal of Occupational and Environmental Hygiene*, 20(10), 439–451.
<https://doi.org/10.1080/15459624.2023.2247018>

Please share your applied **Sensor Data Ethics Case Studies** at the AIHA Real-Time Detection Systems committee Catalyst site at

- <https://community.aiha.org/communities/community-home/library>

BEYOND READING

JIHEEC Mission:

- “Promote an awareness and understanding of the enforceable code of ethics published by the BGC”
- Not an enforcement group or resolution board
- Publishes case studies of ethical dilemmas in the Synergist – Contact Ed Rutkowski @ AIHA



ETHICAL DILEMMA #1

- You witness what you feel is a violation of the code by one of your professional peers who is a CIH. She agrees with her boss to date a safety review earlier than it was conducted, so it lines up closer to when the issue was identified.

WHAT ARE POTENTIAL RESPONSES?

- Contact anyone you can think of along with ABIH, and/or AIHA and report the incident.
- Submit a written allegation of a breach of ethical duty or professional responsibility to the chair of the JIHEEC.
- Call the AIHA President to personally complain.
- Explain to the peer that you feel they are acting unethically and give them an opportunity to correct the situation before taking further action. If it remains unresolved then you could submit a written allegation of a breach of ethical duty or professional responsibility to ABIH.

WHAT ARE THE LIKELY OUTCOMES OF THE RESPONSES?



ETHICAL DILEMMA #2

As an IH consultant you are asked by a major insurance carrier to sample for mold in a residential setting. One of the home's occupants is recovering from cancer and recently had a bone marrow transplant. Moderate to extensive visible mold is present throughout the home and you recommend relocating the family. The insurance carrier disagrees and asks you "to keep your mouth shut" or they will take legal action.

WHAT ARE POTENTIAL RESPONSES?

- Wonder why you chose to be a consultant and run out of the building screaming.
- Keep your mouth shut and pretend it never happened.
- Ignore the insurance carrier's threats and immediately notify the occupants to vacate the premises.
- Contact a close friend, attorney and/or mentor and ask for additional advice and direction.

WHAT ARE THE LIKELY OUTCOMES OF THE RESPONSES?



ETHICAL DILEMMA #3

- The Industrial Hygienist himself is ethical and complies with the professional code of ethics but his company is engaged in some questionable business practices. These include kickbacks, accepting gratuities from suppliers, and exaggerating EHS accomplishments in their annual SEC filing.

WHAT ARE POTENTIAL RESPONSES?

- Look the other way
- Report the documented activity to your CEO
- Call ABIH and ask advice on your course of action
- Report the documented activity to federal trade authorities

WHAT ARE THE LIKELY OUTCOMES OF THE RESPONSES?



ETHICAL DILEMMA #4

AT YOUR FACILITIES YOU HAVE OUTDOOR WORKERS THAT HAVE FULL-DAY EXPOSURE TO HEAT MOST OF THE YEAR. YOU COLLECT PERSONAL HEAT STRESS DATA WITH REAL-TIME SENSOR SYSTEMS AND SHARE THE INDIVIDUAL DATA OUTPUT WITH THE SIMILAR EXPOSURE GROUPS. A FEW EMPLOYEES ARE OFFENDED WITH THE SHARING OF THIS INFORMATION AND REPORT THE INCIDENT TO HUMAN RESOURCES.



WHAT ARE YOUR POTENTIAL RESPONSES?

- Share the data in aggregate only.
- Discuss data sharing with HR in advance of the study.
- Tell the employees affected that this data is not any different than personal air sampling data.

WHAT ARE THE LIKELY OUTCOMES OF EACH RESPONSE?

- Identity protection
- Avoid ethical issues with sensor data
- Litigation



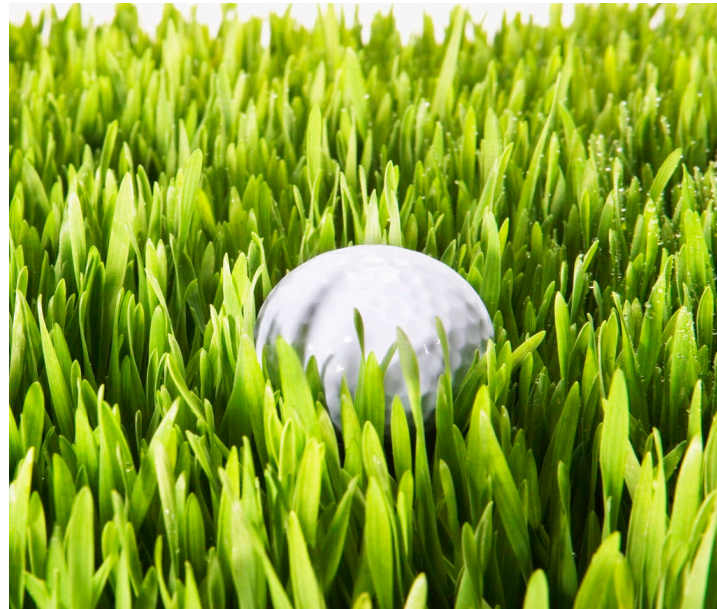
ETHICAL DILEMMA #5

You are invited by a vendor who provides most of your industrial hygiene laboratory services to play golf and have dinner at an “exclusive” country club.

WHAT ARE POTENTIAL RESPONSES?

- Accept the offer and ask if he wouldn't mind throwing in a sleeve of balls and a hat.
- Investigate your company's policy on accepting vendor gifts and determine the best course of action with your supervisor.
- Decide to accept the offer, but only if you can pay for your own green fees and dinner.
- Accept the invitation but insist that the bill be paid in cash instead of a credit card to avoid leaving a "paper trail".

WHAT ARE THE LIKELY OUTCOMES OF THE RESPONSES?



THANK YOU!



HEALTHIER WORKPLACES

A HEALTHIER WORLD

ETHICAL DILEMMA #6

AN INDUSTRIAL HYGIENIST IS CALLED TO PROVIDE EXPOSURE MONITORING AT A MILITARY SITE DURING A WEAPONS STORAGE TEST. THE TEST POTENTIALLY PRODUCES IMMEDIATELY DANGEROUS TO LIFE AND HEALTH CONDITIONS IF THE CHEMICALS INVOLVED ARE RELEASED IN THE TEST AREA RATHER THAN COMPLETELY CONSUMED IN THE HEATED STORAGE TEST. AS A RESULT OF POLITICAL DYNAMIC AMONG THE CONTRACTORS AND MILITARY PERSONNEL INVOLVED, THE INDUSTRIAL HYGIENIST IS RECEIVING LESS THAN OPTIMUM COOPERATION FROM THE ENVIRONMENTAL SUPPORT PERSONNEL. THE ENVIRONMENTAL SUPPORT PERSONNEL FEEL THAT THEY SHOULD HAVE BEEN THE ENTITY PROVIDING THE EXPOSURE MONITORING, BUT THEY ARE INSTEAD MADE RESPONSIBLE FOR ALL THE LEVEL A PPE AND CONTROL OF THE POTENTIALLY IDLH SITE. THE ENVIRONMENTAL SUPPORT TEAM LEADER ALSO GAINS ACCESS TO THE DIRECT READ PIDS THAT THE INDUSTRIAL HYGIENIST PLANS TO USE THE DAY BEFORE THE EXPOSURE MONITORING IS TO BE PERFORMED.

CONT'D

THE MORNING OF THE MONITORING, THE INDUSTRIAL HYGIENIST DISCOVERS THAT THE EQUIPMENT SENSORS AND ITS CALIBRATIONS HAVE BEEN TAMPERED WITH TO THE POINT OF PROVIDING ONLY PARTIAL, RELIABLE OPERATION. THE INDUSTRIAL HYGIENIST MANAGES TO RECALIBRATE AND REGAIN ENOUGH RELIABLE OPERATION THAT REAL TIME MONITORING IS ONCE AGAIN POSSIBLE. THE WEAPON TEST ENGINEERS MUST ENTER THE SITE THE DAY OF EXPOSURE MONITORING AFTER THE MONITORING IS COMPLETED IN ORDER TO COLLECT TIME-CRITICAL DATA. THE TEST ENGINEERS ARE DEPENDENT UPON RELIABLE EXPOSURE MONITORING DATA IN ORDER THAT THEY MAY SAFELY ENTER THE SITE.

WHAT ARE POTENTIAL RESPONSES?

- Walk off the worksite
- Report the alleged misconduct
- Continue with the work without mention
- Continue and later report to your point of contact

WHAT ARE THE LIKELY OUTCOMES OF THE RESPONSES?

- If the industrial hygienist proceeds with the exposure monitoring given the environmental support team leader is likely responsible for the tampering, the data is successfully collected but the leader is not held accountable.
- If the industrial hygienist leaves the site assuming the environmental support team leader will somehow assess the hazard and determine entry requirements for the test engineers, the results may be in error jeopardizing the test engineer's health and safety.