

# A Commitment to Excellence

## Ethics training at the Michigan Judicial Institute

*A Commitment to Excellence*, the Michigan Judicial Institute's interactive course on ethics, is a hybrid application designed for both self-paced instruction and classroom implementation. This program is designed around four video scenarios, or case studies, into which ethics content information has been embedded. Each of these case study modules follow the Recognition, Decision Making, and Action learning model (the RDA process).

### Recognition

Within the RDA process, students must learn to how, when, and where potential ethics issues might occur. This part of the RDA process focuses on that recognition skill.

During this section, the course narrator makes sure learners clearly recognize the potential ethical situations presented in each of the video scenarios.

In Modules 2, 3, and 4, the issues not only have to be identified, but the clauses in the employee Code of Conduct manual which are violated by the issues, must also be identified.

### Ethics Decision Making Process

Once an ethics issue has been identified, students apply an Ethics Decision Making Process to it—to make it easier to identify this particular kind of ethical situation in the future.

This five-step process asks:

1. Was it legal?
2. Was it fair, objective, and impartial?
3. Would this make you feel proud of yourself?
4. Would you be willing to put it in writing?
5. Would others view your actions as appropriate?

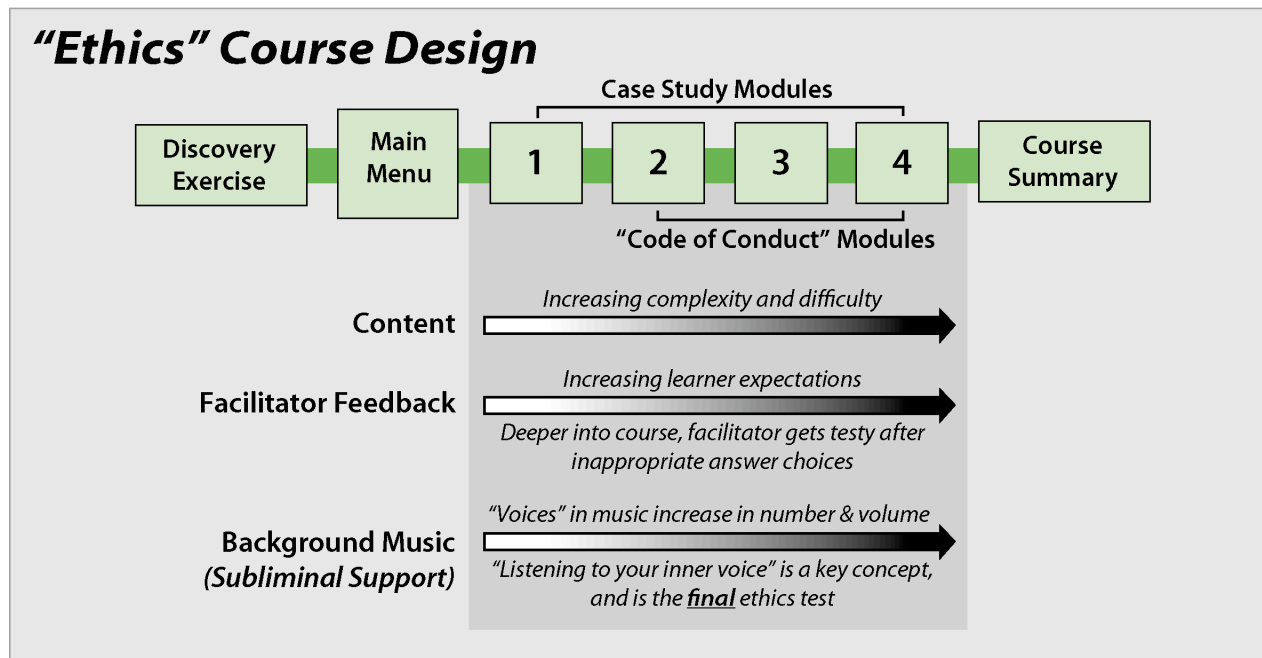
If the answer to even one of these questions is a “no,” the situation in question could create ethical problems for yourself or others.

### Taking Action

When a situation has been identified as a possible ethics issue, and has failed even one of the previous test questions, this section helps students identify what to do about it. The options are:

1. Don't do it!
2. Keep it!
3. Avoid it!
4. Report it!
5. Enforce it!

One or more of these actions is capable of handling just about any situation that doesn't pass the Ethics Decision Making Process.



**NOTE:** To review Modules 2, 3 and 4 without having to perform the student assignments, we have supplied the answers required by the “Code of Conduct” lessons within these modules.

These lessons require identification of all clauses in the Code of Conduct manual that relate to the issues presented in the Module's video scenario. All clauses must be identified before students can proceed on to the next lesson.

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|-----------------------|-----------------------|-----------------------|
| Module 2 Answers      | Module 3 Answers      | Module 4 Answers      |
| • Section 1, Clause B | • Section 1, Clause F | • Section 1, Clause F |
| • Section 1, Clause D | • Section 5, Clause C | • Section 2, Clause A |
| • Section 2, Clause A | • Section 5, Clause D | • Section 3, Clause A |
|                       | • Section 5, Clause F |                       |