
Generative Questions – Ethics and Integrity

1. In what ways are we, as a board, demonstrating the importance of ethics and compliance (presence at trainings, recognizing ethical courage, emphasis on agendas, organization chart, communications)?
2. Do our performance expectations for staff in any way encourage behavior that lacks integrity?
3. How do we create mechanisms that allow the lowest level of employee to escalate concerns without negative consequences?
4. How are the bearers of bad news treated in the organization?
5. Are we modelling transparency in potential conflicts of interest?
6. Are we doing all we can to make sure it's easy to act ethically?
7. How do we communicate concerns, the number and types of concerns reported, and the results of reports and investigations?

