

Insider trading is an unethical behavior which occurs when a person who has access to confidential information uses or shared the information for securities trading purposes or any other purpose except the conduct of regular company business. The confidential information of the company are not to be used for achieving personal gain neither are they to be disseminated directly or indirectly to friends, family members, and other outsiders who may in turn trade on or misuse the information.

- Discrimination and Harassment:

Discrimination involves not providing equal opportunity in employment on merit but on other basics such as sex, race, national origin, age, religion or any other basics not related to job.

- Conflict of Interest:

Conflict of interest arises when one private interest interferes or appear to interfere in any way with the interest of the organization.

Example of conflict of interest are,

- # Diverting from the organization for personal benefit, a business opportunity
- # Using the organization's asset for personal use.
- # Accepting any valuable thing from organizations customers and suppliers.
- # Having a financial interest in an organization's competitor.

ETHICAL REASONING

Ethical reasoning pertains to the rights and wrongs of human conduct. Each person has standards that are defined by their personal values which come into play when the person faces certain dilemmas or decisions. Commonly, ethical differences occur

A code of ethics is a guide of principles designed to help professionals conduct business honestly and with integrity. A code of ethics document may outline the mission and values of the business or organization, how professionals are supposed to approach problems, the ethical principles based on the organization's core values, and the standards to which the professional is held.

A code of ethics also referred to as an "ethical code," may encompass areas such as business ethics, a code of professional practice and an employee code of conduct.

- A code of ethics sets out an organization's ethical guidelines and best practices to follow for honesty, integrity, and professionalism.
- For members of an organization, violating the code of ethics can result in sanction including termination.
- In some industries, including banking and finance, specific laws govern business conduct. In others, a code of ethics may be voluntarily adopted.

ETHICS TRAINING:

The purpose of Ethics Training is "to enable employees to identify and deal with ethical problems developing their moral intuitions, which are implicit in everyday choices and actions". At the same time, ethics training activities aim "to enable all organizational members to understand, share and apply the values stated in the code of ethics".

Training in Ethics helps the members of an organisation judge the moral legitimacy of their decisions, enabling them to apply moral principles and values in business decision-making. At the same time, ethics training fosters the employees' agreement and compliance with the organisation's ethical vision representing a