ETHICAL DECISIONMAKING PROCESS

1. Determine the Organizational Foundation for Ethical Decisions
   o **Golden Rule**: ideal, greatest benefit for greatest number
   o **Silver Rule**: avoiding harm, a minimum requirement for ethical conduct
   o **Tin Rule**: acknowledging the potential for harm, best interest for stakeholders, but seeking the lesser of two harms.

2. Clarify the Organizational Standard
   o **Golden rule**: the best healthcare for the greatest numbers of people
   o **Silver rule**: (doing more than avoiding harm but not fully committed to the best healthcare for the greatest number of people)
   o **Tin rule**: pursuit of good without violating the rights of stakeholders.

3. Initiate a Process for Making Ethical Decisions
   o Clarify harms to affected parties and seek the lesser harm
   o Weigh the potential harms, the consequences in terms of seriousness & quantity
   o Clarify the commonly accepted rules and norms for the culture/community; this includes consideration of organizational, professional and cultural norms
   o Determine mitigating circumstances, chiefly, the capacity to act with knowledge and freedom
   o Develop strategies to minimize harm to those who may be harmed

4. Develop Criteria for Outcome
   o Seek the best that can be done
   o Clarify the minimal criteria for organizational ethics (standard you won’t go below)
   o Disseminate the accepted rules
   o Act with consistency
   o Seek ways to compensate the vulnerable and disadvantaged

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