



Arthur J. Gallagher & Co.



# Compliance and Ethics

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# Thoughts



- Compliance versus Ethics
- Value Based System
- Developing the Program



# Compliance Versus Ethics

- Compliance tells us what we ***must*** do
- Ethics tells us what we ***should*** do
- The Yin and the Yang (yinyang): Two forces pulling in different directions toward the same goal

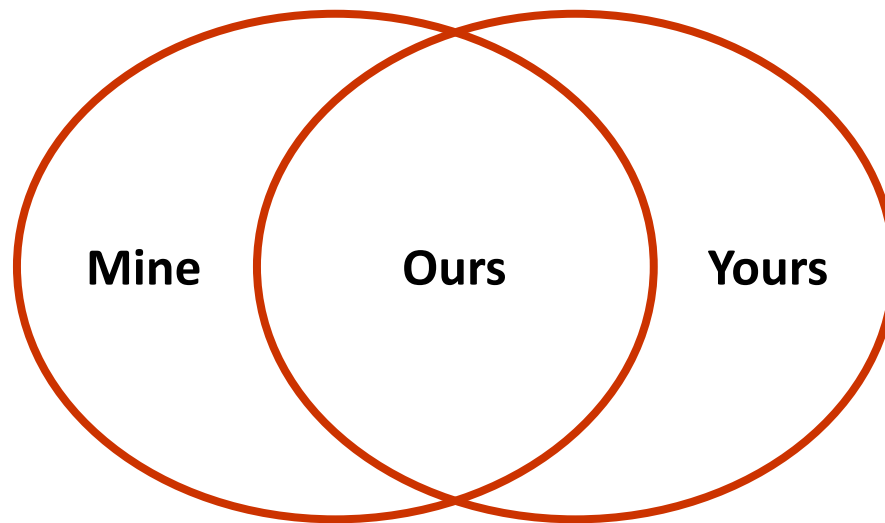
# Values



**My Values**

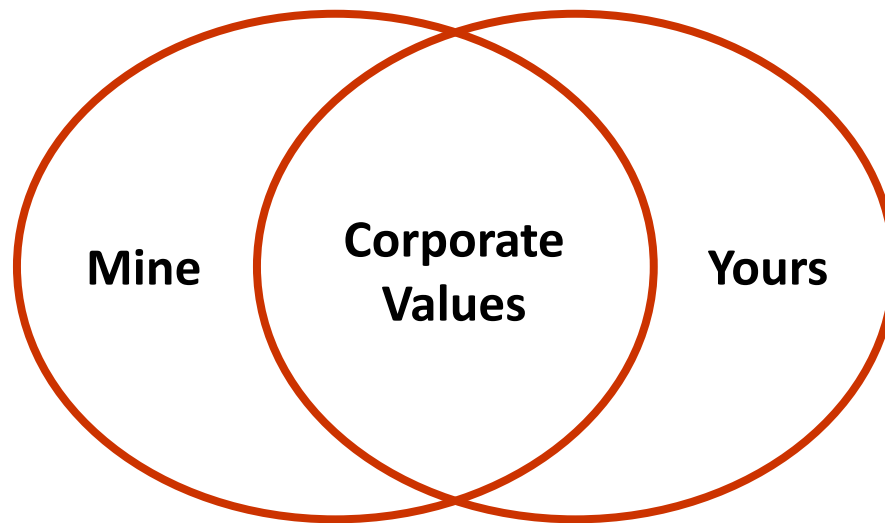
**Your Values**

# Overlapping Consensus\*



**\*John Rawls**

# Corporate Consensus



# Human Value

- **Instrumental Value:** The value of a person based upon her skills.
- **Bestowed Value:** The value bestowed upon a person based upon her position.
- **Inherent Value:** The value of a human being simply because she is a human being. Because of this, we all have Universal Rights.

# Universal Rights



- The right to respect and empathy.
- The right to a fair wage.
- The right to a healthy work environment.
- The right to learn and grow.
- The right to freedom of worship.
- The right to freedom from discrimination



# ILCMA Code of Ethics



- The right to freedom from discrimination
- *Tenet 4. Recognize that the chief function of local government at all times is to serve the best interests of all of the people.*

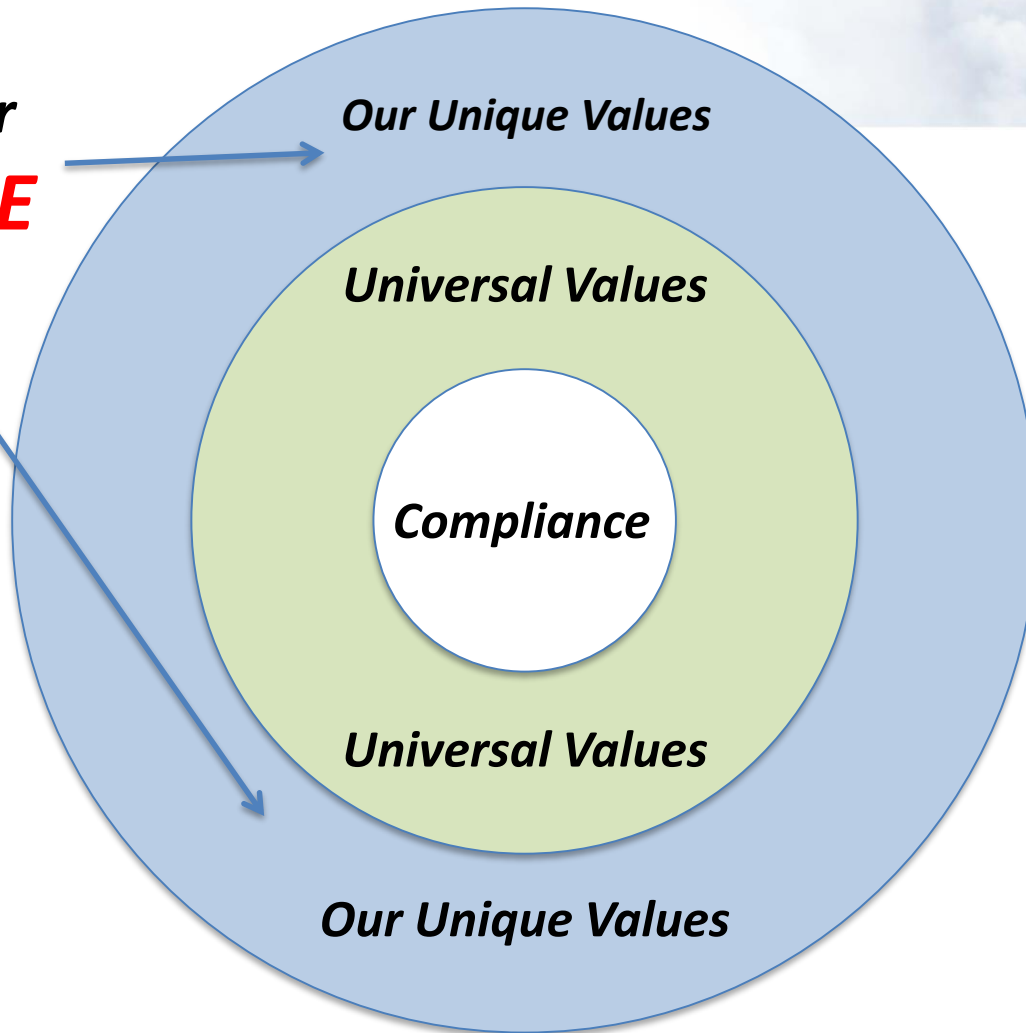
# ILCMA Code of Ethics

- The right to respect and empathy.
- *Tenet 2. Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.*

# ILCMA Code of Ethics

- **The right to learn and grow.**
- *Tenet 8. Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.*

*This Is Our*  
***CULTURE***





**Boston College Center  
For Corporate Citizenship**

**DOW JONES SUSTAINABILITY INDICES**  
**in collaboration with RobecoSAM**



# GLOBAL STANDARDIZATION OF ETHICAL VALUES



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