In more pristine times, the primary reason for providing effective training was to increase the probability of correct and consistent performance on the job. Adult educators and managers of human resource development programs should be concerned for a secondary reason. This reason involves the prevention of legal liability. In this sense, effective training and development becomes a defense to an allegation of failure to adequately train the organization’s employees.

**Dr. John Sample, Ph.D., SPHR,** is a former coordinator and associate professor for the online MS degree program in Human Resource Development at Florida State University. He has thirty years experience as a consultant, educator, and administrator in human resource management, training, and development. Dr. Sample is a noted authority on the legal impact of liability associated with the training and development function in organizations. He has provided expert witness services to businesses and governmental agencies and has published extensively on this topic.
TOWARD ETHICAL PRACTICE
by Ralph G. Brockett & Roger Hiemstra

Ethical dilemmas are part of the daily landscape. The authors’ focus is on ethical issues relative to one area of professional practice—working with adult learners. Whether engaged in program development, administration, teaching, or advising, the educator or trainer who works with adults is continuously challenged by potential ethical dilemmas. This book is not intended to provide prescriptive answers to specific issues. Rather, it can serve as a tool to help you (1) recognize potential ethical dilemmas, (2) raise questions you can use to negotiate your way through ethical dilemmas, and (3) identify strategies to promote open, non-confrontational discussions of ethics. The discussion is directed to educators and trainers who work in the many diverse settings where adult learners are served, and to graduate students in master’s and doctoral degree programs in adult education and training. The model also has general application and is relevant to ethical issues in a wide range of professional and personal settings.


“I would recommend the book as a valuable guide to practitioners who struggle with ethical dilemmas and as a “must read” for those who are still uncertain whether ethical issues are pertinent to adult education.”—Adult Education Quarterly

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