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***Mid-Year Report***

**ETHICS COMMITTEE**

**3/15/23**

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| **Activities to Date** | | | |
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| **Goals and Objectives** | | | **Activities Completed** |
| **Member inquiries**  Team Leaders: Azra Karajic Siwiec & Sarah Patterson Mills | | | **Ongoing:** Continue to respond to ethics inquiries regarding questions about ethical dilemmas or requests for more information about the Ethics Code. |
| **Ethics column in the Career Developments Magazine**  Team Leader:  Sarah Patterson-Mills | | | | **Ongoing:**  Submit articles to the Ethics in a Nutshell column for the Career Developments Magazine by Ethics Committee Members and other invited authors |
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| **Issue** | | **Call for Articles** | **Final Submission** | **Proposed Theme** | **Proposed Authors** |
| Summer 2023 | | Winter 2022 | March 8, 2023 | Innovations and Issues in Career Program Design | Conquaya James  & Manpreet Kaur |
| Fall 2023 | | Spring 2023 | June 8, 2023 | Advocating for Work-Related Legislation (e.g., The CROWN Act, Equal Rights/Equal Pay, Unpaid Internships)\* | TBD |
| **PDF Ethical dilemma short guide**  Team Leader: Julia Makela  deferred | | | | Developing a graphical representation of steps to take for resolving an ethical dilemma we can share at the following NCDA conferences; COVID 19 pandemic put a standstill on this |
| **NCDA Code of Ethics Editing process**  Team Leader: Azra Karajic Siwiec | | | | Disseminated task groups starting 3/16/2022 to start revising sections; edits to be complete by Friday April 22nd;  Revision review by subcommittee to be complete by May 6th ; Final review of documents to be done by the full ethics committee by May 20th; NCDA Code of Ethics 2022 to be sent to the NCDA board for review right after. |

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| **Projected Plan through fiscal year end (September 30th)** | |
| **Member inquiries**  **Team Leaders: Azra Karajic Siwiec & Sarah Patterson Mills** | Ongoing: Continue to respond to ethics inquiries regarding questions about ethical dilemmas or requests for more information about the Ethics Code. |
| **Member presentations and publications on the topic of ethics** | NCDA Presentation at the annual NCDA Conference 2023 Chicago Illinois |
| **NCDA Code of Ethics Editing process**  Team Leader: Azra Karajic Siwiec | NCDA Code of Ethics process will continue for the next couple of years. |

\*\*Work-related legislation is a vital component of career development. From the Americans with Disabilities Act and the Family and Medical Leave Act to the Fair Labor Standards Act and the Equal Pay Act, employment laws and regulations are designed to ensure that workers are treated fairly, compensated appropriately, and provided with a safe and healthy work environment.

The CROWN Act (Creating a Respectful and Open World for Natural Hair) is just one example of a current movement for important legislation that promotes inclusivity, diversity, and equality in the workplace, and serves as a reminder of the ongoing need to protect the rights and well-being of all workers.

Without these kinds of protections, employees may face discrimination, harassment, exploitation, or unsafe conditions that can have a significant impact on their careers. What can career development professionals do to advocate for the needs of their students and clients? How can they stay current on employment laws and regulations? What areas of work and employment need additional attention from lawmakers?