



**CREATE AND MAINTAIN  
AN ETHICALLY STRONG  
ORGANIZATION WITH  
AN ETHICS CERTIFICATE**

**HRCI PRO:  
ETHICS  
CERTIFICATE**

## **WHY EARN THE HRCI PRO: ETHICS CERTIFICATE?**

Ethical organizations earn trust, attract top talent, and outperform their peers over time. The HRCI Pro: Ethics Certificate equips HR professionals with the knowledge and tools to navigate complex ethical challenges, from AI and data privacy to performance management and organizational culture. Through real-world scenarios and measurable strategies, you'll build the confidence to lead with integrity, drive ethical decision-making, and ensure compliance across your organization.

## **WHAT WILL I LEARN?**

**Completing the HRCI Pro: Ethics certificate prepares you to:**

- Recognize different ethical frameworks that guide decision-making
- Explain how HR professionals should respond to ethical challenges
- Choose appropriate responses to minimize the misuse of technology in talent acquisition, performance management and compensation
- Identify core values and their applications in the workplace
- Explain key components of ethical vision and mission statements
- Explain best practices for ethical branding & positioning
- Explain different ethical frameworks, characteristics of ethical leaders, and steps for ethical decision-making
- Use a code of ethics to identify areas for measurement
- Set goals related to ethical policies and initiatives
- Identify metrics for tracking different areas of progress and describe methods for collecting data
- Gather employee feedback to assess workplace ethics and identify areas for improvement
- Assess employees' understanding of ethical guidelines and policies

**For more information and a complete list of courses, visit:**

## COURSES INCLUDED IN THE HR PRO: ETHICS CERTIFICATE

### Ethics in Technology

This course is designed to help learners understand and deal with the ethical challenges raised by new workplace technologies, including AI. Self-paced and highly interactive, the course introduces learners to relevant ethical frameworks and outlines the major technology-related ethical issues they are likely to encounter. It shows how they can avoid ethical conflicts when deploying technology for specific HR tasks, including recruitment and performance, and implement appropriate safeguards to ensure that technology and AI comply with state, federal, and international standards. The course includes videos, interactive games, and three case studies that ask learners to apply what they have learned in the course to real-world situations.

### Ethical Applications in the Workplace

This course shows how ethics is applied throughout an organization, including in different levels of the workforce, throughout the employee lifecycle, and with defining aspects of an organization (like culture, branding, and positioning). Learners will focus on the ethical applications of HR responsibilities, such as talent acquisition and performance management. This course contains an ongoing scenario that asks learners to be an HR professional working in a fictional company that is focused on developing an ethical identity. By helping the company's leaders and employees address ethical issues in the scenario, learners will further explore and learn about ethical applications in the workplace.

### Measuring Progress in Workplace Ethics

This course examines ways to measure progress in workplace ethics. Learners are shown how to use an organization's code of ethics to identify areas for measurement and how to set goals related to ethical policies and initiatives. The course will explain different methods for gathering data and provide metrics that can be used to track progress related to your goals. Through the lens of assessment and measurement, the course explores many key areas of workplace ethics, including core values, decision-making frameworks, hiring, compensation, the use of technology, and response to behavioral issues.

## The HRCI Pro: Ethics Certificate is available 100% online.

The courses included in the certificate carry: **HRCI Credits | IACET CEUs | ATD CI Credits | SHRM PDCs**

### About HRCI Pro Certificates

The HRCI Pro certificate series explores advanced HR and business concepts, and is designed to give HR professionals skills and expertise in some of the most important topics and areas of knowledge in the profession.

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