Compliance, Organizational Ethics and Integrity
Educational subject description sheet

Basic information

Study programme Governance of Organizations	**Didactic cycle** 2024/25
Speciality -	**Subject code** 31GORS.12HS.02351.24
Organizational unit Collegium Polonicum Słubice	**Lecture languages** English
Study level First-cycle programme	**Course type** Obligatory
Study form Full-time	**Block** Humanities and social subjects
Education profile General academic	

Subject coordinator	Maciej Małolepszy

Lecturer	Maciej Małolepszy

Period Semester 2	**Activities and hours** • Lecture: 30, Exam • Classes: 15, Graded credit	**Number of ECTS points** 6

Goals

Code	Goal
C1	Development, functions and benefits of compliance and integrity management systems, models and implementation in organizations.
C2	Importance of integrity and ethics as foundations of organizational governance and management.
C3	Overview of distinct compliance elements / methods and the interplay between them.
C4	Overview of selected compliance risk areas and the possible measures that can address them.
C5	Deepening in the area of whistleblowing systems and internal investigations and their importance for organizations.
C6	Review of current challenges for compliance & integrity management such us inflation, climate changes, critical situations etc.

Subject learning outcomes

Code	Outcomes in terms of	Learning outcomes	Examination methods
Knowledge – Student:			
W1	Recognize and describe basic theories of compliance, business ethics, integrity, distinction to CSR, ESG and other concepts.	GOR_K1_W03	Written exam, Multimedia presentation
W2	Know details on chosen elements, structures and methods of practical implementation of compliance and integrity management systems.	GOR_K1_W03, GOR_K1_W07	Written exam, Multimedia presentation
W3	Intensive deepening in the area of whistleblowing management systems and internal investigations.	GOR_K1_W03, GOR_K1_W07	Written exam, Multimedia presentation
Skills – Student:			
U1	Recognize and describe basic theories of compliance, business ethics, integrity, distinction to CSR, ESG and other concepts.	GOR_K1_U07	Written exam, Multimedia presentation
U2	Recognize and understand the meaning of integrity and business ethics as basis for functioning of any type of organization.	GOR_K1_U07	Written exam, Multimedia presentation
U3	Know details on chosen elements, structures and methods of practical implementation of compliance and integrity management systems.	GOR_K1_U02, GOR_K1_U05, GOR_K1_U11	Written exam, Multimedia presentation
U4	Understand and describe the meaning of most important compliance risk fields such as corruption, money laundering, unfair competition and others.	GOR_K1_U01, GOR_K1_U05	Written exam, Multimedia presentation
U5	Understand current challenges for organizational compliance, ethics and integrity.	GOR_K1_U01, GOR_K1_U05	Written exam, Multimedia presentation
Social competences – Student:			
K1	Recognize and describe basic theories of compliance, business ethics, integrity, distinction to CSR, ESG and other concepts.	GOR_K1_K03	Written exam, Multimedia presentation
K2	Recognize and understand the meaning of integrity and business ethics as basis for functioning of any type of organization.	GOR_K1_K02, GOR_K1_K03	Written exam, Multimedia presentation

Code	Outcomes in terms of	Learning outcomes	Examination methods
K3	Understand and describe the meaning of most important compliance risk fields such as corruption, money laundering, unfair competition and others.	GOR_K1_K01, GOR_K1_K03	Written exam, Multimedia presentation
K4	Intensive deepening in the area of whistleblowing management systems and internal investigations.	GOR_K1_K01, GOR_K1_K03	Written exam, Multimedia presentation
K5	Understand current challenges for organizational compliance, ethics and integrity.	GOR_K1_K01, GOR_K1_K02	Written exam, Multimedia presentation

Study content

No.	Course content	Subject learning outcomes	Activities
1.	Introduction to course topics, general introduction into compliance, ethics and integrity.	W1, U1, K1	Lecture, Classes
2.	Importance and impact of business ethics and integrity on organizations.	U2, K2	Lecture, Classes
3.	Chosen procedural methods and elements.	W2, U3	Lecture, Classes
4.	Importance and meaning of chosen compliance risk areas.	U4, K3	Lecture, Classes
5.	Theory and practical aspects of whistleblowing and internal investigations.	W3, K4	Lecture, Classes
6.	Current challenges and changes in concept of compliance, integrity and business ethics.	U5, K5	Lecture, Classes

Additional information

Activities	Teaching and learning methods and activities
Lecture	Lecture with a multimedia presentation of selected issues, Conversation lecture, Problem-based lecture, Discussion, Work with text, Case study, Problem-based learning
Classes	Lecture with a multimedia presentation of selected issues, Conversation lecture, Problem-based lecture, Discussion, Work with text, Case study, Problem-based learning, Work in groups

Activities	Credit conditions
Lecture	To pass student has to gain at least 60% of points during the final exam. Very good (bdb; 5,0): excellent knowledge, very well mastered skills and well-developed personal and social competences; Good plus (+db; 4,5): in-depth knowledge, well-learned skills and well-developed personal and social competences; Good (db; 4,0): good knowledge, well-learned skills and well-developed personal and social competences; Satisfactory plus (+dst; 3,5): satisfactory knowledge, skills and personal and social competences; Satisfactory (dst; 3,0): basic knowledge, acquired the most important skills and developed basic personal and social competences; Unsatisfactory (ndst; 2,0): unsatisfactory knowledge, uncommon skills and uneducated personal and social competences.

Activities	Credit conditions
Classes	Presence is obligatory. In case of absence student has to prepare 6 pages essay. To pass student has to gain at least 60% of points during the exam. Very good (bdb; 5,0): excellent knowledge, very well mastered skills and well-developed personal and social competences; Good plus (+db; 4,5): in-depth knowledge, well-learned skills and well-developed personal and social competences; Good (db; 4,0): good knowledge, well-learned skills and well-developed personal and social competences; Satisfactory plus (+dst; 3,5): satisfactory knowledge, skills and personal and social competences; Satisfactory (dst; 3,0): basic knowledge, acquired the most important skills and developed basic personal and social competences; Unsatisfactory (ndst; 2,0): unsatisfactory knowledge, uncommon skills and uneducated personal and social competences.

Literature

Obligatory

1. Blokdyk G. (2021). Compliance And Ethics Program A Complete Guide.
2. Makowicz B. (ed.) (2021). Global Ethics, Compliance and Integrity Yearbook.
3. Silverman M. (2008). Compliance Management for Public, Private, or Non-Profit Organizations.
4. Singh N., Bussen T. J. (2015). Compliance Management: A How-to Guide for Executives, Lawyers, and Other Compliance Professionals.

Calculation of ECTS points

Activities	Activity hours*
Lecture	30
Classes	15
Preparation for classes	45
Reading the indicated literature	40
Preparation of a multimedia presentation	20
Preparation for the exam	30
Student workload	**Hours** 180
Number of ECTS points	**ECTS** 6

* academic hour = 45 minutes

Efekty uczenia się dla kierunku

Kod	Treść
GOR_K1_K01	The graduate is ready to ability to critically analyse one's knowledge and available sources and information related to the functioning of the organisation and its environment (political, legal, social, economic), and to extend such sources with expert opinions and scientific publications
GOR_K1_K02	The graduate is ready to ability to initiate and define tasks and activities related to one's own professional work and public activity for the benefit of the social environment, as well as ways and means needed to implement them
GOR_K1_K03	The graduate is ready to ability to observe ethical principles and uphold professional achievements and traditions in one's work in public organisations and institutions, including public administration bodies, political parties, and other national and international organisations
GOR_K1_U01	The graduate can ability to use of basic theoretical knowledge and collect data to describe, interpret, evaluate, analyse and solve complex and non-typical social problems (political, legal, economic) at domestic and international levels
GOR_K1_U02	The graduate can ability to select and use appropriate methods and tools, including new technologies, to identify and carry out simple tasks related to the functioning of organisations
GOR_K1_U05	The graduate can ability to forecast social processes and phenomena (political, legal, economic) using standard methods and tools relevant in political science
GOR_K1_U07	The graduate can correct use of normative systems and selected standards and rules (legal, professional, moral) to solve a specific problem related to public life
GOR_K1_U11	The graduate can ability to interact with other members of the organisation to define and achieve its objectives
GOR_K1_W03	The graduate knows and understands advanced understanding of the relationship between public structures and institutions in the state and at the international arena
GOR_K1_W07	The graduate knows and understands advanced understanding of norms and laws governing the functioning of social organisations and institutions and their formation