

SUPRA-BADGE:	Professional Foundations in LDT
SUB-BADGE:	Ethical, Legal, and Political Implications of Design
CHALLENGE:	Comply with organizational and professional codes of ethics
ARTIFACT:	EDCI 60001 CITI Responsible Conduct of Research Certificate
CRITERIA:	Evidence of following a code of ethics including giving credit to others' ideas (such as proper use of citations) —or— demonstration of complying with constraints (budget issues, organizational rules or regulations, available technology, student demographics, etc.). Reflection must address: How your evidence demonstrates complying with organizational constraints. <i>Examples:</i> Proper use of citations in papers, discussion, publications; plagiarism certificate, the LDT honor code, other evidence (design, performance, workplace, educational, or other), case studies focused on organizational constraints (EDCI 672, EDCI 531), demonstrating complying with organizational constraints (meeting company policies).

Reflection

I. Competency and Artifact Identification

The competency addressed in this challenge is the ability to comply with organizational and professional codes of ethics, which falls under the sub-badge *Ethical, Legal, and Political Implications of Design*. The artifact I am using as evidence is my **CITI Responsible Conduct of Research (RCR) Certificate** earned in *EDCI 60001*. This artifact directly connects to the competency because the certification verifies that I have been trained in professional standards of ethical research conduct, including responsible citation practices, acknowledgement of others' work, and compliance with institutional and organizational requirements.

II. Description of How the Artifact Supports the Competency

This competency is crucial in instructional design because ethical and legal compliance ensures trust, transparency, and credibility in professional practice. The CITI RCR training emphasizes the importance of proper use of citations, data integrity, and respect for organizational policies such as those protecting student privacy and demographic information. For example, the certificate demonstrates that I can apply professional codes of ethics by giving proper credit to ideas in academic writing, while also recognizing organizational constraints such as IRB approval processes and technology limitations in research design. This balance of ethical conduct and organizational compliance directly supports the competency.

III. Competency Alignment with Prior Knowledge and Experience

Prior to completing the CITI training, I already had experience working within organizational policies and regulatory frameworks in medical settings. As a speech therapist at several short-term rehabilitation facilities, I had the training to implement HIPAA privacy laws. For instance, as a member of patient's care team, I am cautious about sharing patient information. Even if the person is patient's family, I ensure they are listed on patient's care team, before sharing information about the patient. The knowledge gained from those experiences provided a strong foundation for understanding the ethical

standards reinforced in the RCR modules regarding sharing information with team members from different organizations working on a common project especially in a virtual environment.

IV. Reflection on Experiences

This artifact is a strong fit for demonstrating my compliance with organizational and professional codes of ethics because it provides formal recognition of my training in research integrity. Through this experience, I learned not only the importance of giving credit to others' ideas but also how ethical practices intersect with organizational constraints, such as budget, available technology, and regulatory requirements. If I were to revisit this process, I would actively apply the principles in more practical case studies to reinforce learning through real-world application. **Moving forward, I plan to strengthen this competency by regularly reviewing updates to professional codes of ethics, organizational policies, and legal requirements that influence instructional design practice. I also intend to apply ethical decision-making more intentionally in future instructional design projects by evaluating issues such as accessibility, learner privacy, copyright, and responsible use of technology throughout the design process rather than treating ethics as a final consideration.**