**Week 9: Ethical Considerations in IT**

**Lab Objectives:**

By the end of this lab, students will be able to:

1. **Analyze ethical issues in IT**, including data privacy, algorithmic bias, and cybersecurity.
2. Understand **salary negotiation strategies and workplace rights**.
3. **Practice salary negotiation** through role-playing exercises.
4. Reflect on **personal and professional ethics** in IT careers.

**Activity 1: Ethics Research & Report**

**Task:**

* Research a **recent ethical issue in IT** (e.g., data privacy breaches, algorithmic bias, AI ethics, cybersecurity threats).
* Prepare a **brief report (500–700 words)** summarizing:
  1. **The ethical issue**
  2. **Stakeholders involved**
  3. **Possible solutions or preventative measures**

**Instructions:**

1. **Select a topic:** Examples include:
   * Facebook-Cambridge Analytica data breach
   * AI discrimination in hiring algorithms
   * Ransomware attacks on hospitals
   * Ethical concerns with facial recognition technology
2. **Research the issue** using reputable sources (news articles, academic papers, IT ethics guidelines).
3. **Structure the report:**
   * **Introduction:** Overview of the issue and why it matters.
   * **Main Body:** Discussion of key facts, stakeholders, and ethical dilemmas.
   * **Solutions:** Recommendations for ethical handling of similar issues in the future.
   * **Conclusion:** Summary and personal perspective.

**Expected Deliverable:**

* A **500–700 word report** in **PDF or Word format**.

**Sample Report Outline:**

**Title:** Ethical Issues in AI-Driven Hiring Algorithms  
**Introduction:** Overview of AI hiring systems and concerns about bias.  
**Stakeholders:** Job seekers, employers, AI developers, policymakers.  
**Ethical Concerns:** Lack of transparency, algorithmic bias, discrimination risks.  
**Possible Solutions:** Auditing AI decisions, ensuring diverse training data, legal regulations.  
**Conclusion:** Importance of ethical AI development for fair hiring practices.

**Activity 2: Salary Negotiation & Workplace Rights Discussion**

**Task:**

* Participate in a **class discussion or debate** on salary negotiation strategies and workplace rights.
* Discuss key topics such as:
  + How to negotiate salary and benefits.
  + Common workplace rights and legal protections.
  + Gender pay gaps and fair compensation.

**Instructions:**

1. **Research salary negotiation best practices:**
   * How to determine fair market salary.
   * How to confidently negotiate an offer.
   * When to discuss salary in an interview.
2. **Learn about workplace rights:**
   * Employee contracts, working conditions, and legal protections.
   * Discrimination and equal pay laws.
3. **Engage in the discussion:**
   * Share key takeaways from your research.
   * Debate different approaches to salary negotiation.
   * Provide examples of successful negotiations.

**Expected Deliverable:**

* A **brief discussion post (200–300 words)** summarizing key takeaways from the debate.

**Sample Discussion Post:**

"One of the key takeaways from our salary negotiation discussion was the importance of **market research** before entering negotiations. Knowing the average salary range for a role helps prevent underpayment. Additionally, we discussed **non-monetary benefits** (e.g., remote work, training programs) that can be negotiated alongside salary. Understanding **workplace rights**, such as protection against discrimination and unfair termination, ensures employees advocate for themselves effectively."

**Activity 3: Negotiation Role-Play**

**Task:**

* Pair up and **role-play a salary negotiation scenario**.
* One student acts as the **job candidate**, the other as the **employer**.
* Negotiate salary, benefits, and work conditions.
* Switch roles and repeat the exercise.

**Instructions:**

1. **Scenario Setup:**
   * The candidate has received a job offer with an initial salary proposal.
   * The employer is willing to negotiate within a reasonable range.
2. **Role-play the negotiation:**
   * Candidate presents reasons for requesting a higher salary.
   * Employer counters with justifications and alternative benefits.
3. **Provide peer feedback:**
   * Each student gives feedback on negotiation strengths and areas for improvement.
4. **Write a reflection (200–300 words)** on the experience.

**Expected Deliverable:**

* A **peer-reviewed performance with feedback provided**.
* A **200–300 word reflective write-up** discussing the experience.

**Sample Reflection:**

"During the salary negotiation role-play, I realized the importance of **confidence and preparation**. Initially, I found it challenging to push for a higher salary without feeling demanding. However, after using research-backed salary data, I felt more comfortable justifying my request. A key takeaway was the need to balance **assertiveness with flexibility**, considering other benefits like bonuses and professional development opportunities. Next time, I would focus more on **structuring my negotiation points clearly**."

**Activity 4: Ethics Reflection**

**Task:**

* Write a **300–400 word reflective essay** on **your personal stance regarding professional ethics in IT**.
* Tie in ethical theories or frameworks discussed in class (e.g., **utilitarianism, deontology, virtue ethics**).

**Instructions:**

1. **Reflect on ethical principles that guide your decision-making**.
2. **Consider real-world scenarios** where ethics play a critical role.
3. **Discuss ethical dilemmas in IT careers** (e.g., handling user data, conflicts of interest, security vulnerabilities).
4. **Explain your personal commitment to ethical professional behavior**.

**Expected Deliverable:**

* A **100–200 word reflective essay** in **PDF or Word format**.

**Sample Reflection Outline:**

**Title:** Ethics in IT: A Personal Perspective  
**Introduction:** Why ethics are essential in IT careers.  
**My Ethical Principles:** Honesty, responsibility, fairness.  
**Challenges in IT Ethics:** Data privacy concerns, cybersecurity dilemmas.  
**Applying Ethical Frameworks:** How utilitarianism and virtue ethics guide decision-making.  
**Conclusion:** My commitment to ethical IT practices.