

After reading all the examples the Association of Computing Machinery (ACM) provided, I selected the Abusive Workplace Behavior case study. I can only imagine it must be stressful and embarrassing for the victim, but it must also be awkward and frustrating for the person who is witnessing such behavior's.

It is reassuring to know that the UK government has introduced an Equality Act 2010 to protect individuals from discrimination ranging from age, gender, disability, and religion and is effective in the workplace, as a consumer, or in public service. (UK Government, 2023)

The UK government has highlighted two types of discrimination direct, where one kind of sex is preferred for the role, and indirect where a specific condition must be met, such as being clean-shaven, which remove some religious groups from the criteria (Nidirect , 2015)

In the case study the behaviour of the technical leader was unacceptable and has breached several of the BSC code of conduct, the first being, The fourth principal - Duty to the Profession point 4

“act with integrity and respect in your professional relationships with all members of BCS and with members of other professions with whom you work in a professional capacity.” (BCS, 2022)

Examples of this would be where the technical writer would ‘yell at the person and berate them in internal chat forums’ and ‘verbal and personal attacks’ (ACM Ethics, 2018) for small mistakes.

Another breach would be the First principle, Public Interest point 3

‘conduct your professional activities without discrimination on the grounds of sex, sexual orientation, marital status, nationality, colour, race, ethnic origin, religion, age or disability, or of any other condition or requirement’ (BCS, 2022)

Examples of this would be where the technical writer would remove women team members’ names from the journal and refuse to allow the victim to join the team on stage. (ACM Ethics, 2018)

I also found the team manager was a breach of the BSC code – Duty to relevant Authority point 3

‘accept professional responsibility for your work and for the work of colleagues who are defined in a given context as working under your supervision;’ (BCS, 2022)

An example of this would be when the victim raised her concerns about the team leader to the manager. The manager then suggested ignoring the incident instead of taking appropriate action.

REFERENCES

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