3. Personal Code of Ethics

1. Transparency: Clear information about decisions, expectations, and processes generates a trustworthy environment and prevents misunderstanding. IT supervisors should be open about changes, objectives, and reasons by sharing information, which keeps them aligned, prevents speculation, and increases team morale. With transparency, there exists a culture of accountability as all people know their role and they feel informed and a part of the process (Rikantasari, 2024).

2. Fairness: Equitable treatment when it comes to the distribution of tasks, feedback, and acknowledgments would lead to a balanced workplace environment. Decision-making based on merit would lessen bias and nepotism, allowing every employee to feel appreciated. Fairness helps to empower, foster teamwork, and high performance, and creates a base of trust that reinforces teamwork and long-term job satisfaction.

3. Respect: Maintaining respect entails listening attentively, recognizing other opinions, and respecting the input of all people. Respect in the context of different IT teams promotes cooperation and psychological safety (Davis, 2025). Be courteous and professional in any job or office, regardless of the level or background, since it brings harmony, reduces potential conflicts, and contributes to the flourishing of the team and the organizational culture.

4. Data Privacy: IT ethics means guarding the data of the user. Supervisors should have significant access control, obey the legal standards, and use security practices like encryption. Courtesy to privacy earns stakeholder trust and at least reduces risks. Otherwise, it may result in data leaks, tarnished images, and lawsuits.

5. Non-Discrimination: When people have fair access to the place of work, the barriers are actively broken in terms of gender, ethnicity, age, or background. Managers need to enhance equal access and oppose unconscious bias. The non-discrimination makes it possible to embrace diversity of thought and innovation, while also ensuring compliance with the law.

An inclusive and fair culture would promote integrity within the team and general ethical performance within the company.

6. Responsibility: In responsible leadership, one takes credit for success, as well as failure. A good IT supervisor does not cover up mistakes, but he learns and takes corrective measures. This policy enhances trust and accountability and becomes a behavioral model for the team (Qudrat-Ullah, 2025). Responsibility also implies adherence to deadlines, system safety, and the needs of a team and users.

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