**Case Study 2: Social Media Monitoring**

**1. What ethical issues are raised in this case study?**

The case study brings up several issues about following employees on social media. These concerns include the requirement for transparency and permission, employee confidence, privacy violation, fairness, and freedom of expression. To prevent unethical behavior and legal problems, employers should be open and honest with their staff about monitoring procedures.

**2. Does the company have the right to monitor employees’ social media accounts?**

No because based on the ethical issues raised in this case study, watching someone’s social media without them knowing is already considered as invasion of privacy for the employees, trust between the employees and the employers would soon be damaged and it will even limit their freedom of speech. But it depends, when an employer would check the employees’ social media, it should be with respect towards their privacy.

**3. What is the employee's responsibility to the company regarding sharing information or making negative comments?**

Employees' freedom of expression is protected if it does not damage the company or others. Employees should be mindful of their behavior on social media and avoid making negative comments about the company or its personnel. If the company has a social media policy, employees should follow its guidelines. Transparency and consent are essential in monitoring practices.

**4. Should the company inform employees that their social media accounts are being monitored?**

The case study's ethical considerations state that the employer has the right to alert staff members about social media monitoring and getting their permission. Without consent, monitoring could be regarded as a privacy breach, raising questions of injustice and prejudice. To avoid any unethical activity or legal repercussions, the company should place a priority on transparency and consent. Employees should also be informed of and abide by the company's social media policy.

**5. What are the potential consequences of monitoring employees' social media accounts without their knowledge?**

The potential consequences of monitoring employees' social media accounts without their knowledge include violation of privacy, undermining trust, infringement of freedom of expression, legal issues, and damage to the company's reputation.

**Case Study 6: Intellectual Property Rights**

**1. What ethical issues are raised in this case study?**

The ethical issues raised in this case study include the potential infringement on another company's patent rights, which could result in legal action and damage to the company's reputation. Additionally, the company must consider the fairness of licensing terms and the potential harm to its financial position and reputation. Lastly, the company must consider the impact of its decision on stakeholders such as employees, shareholders, and customers, and weigh the benefits and risks of using the patented technology.

**2. What are the legal responsibilities of the software company?**

The software company has legal responsibility that include adhering to intellectual property laws and regulations regarding patents, requesting necessary licenses from patent owners or permission in advance, safeguarding its own intellectual property rights, maintaining the confidentiality of proprietary technology and trade secrets, and being open and truthful in its communications with stakeholders regarding potential legal action for patent infringement.

**3. What is the impact of patent infringement on innovation and competition?**

Patent infringement can negatively impact innovation and competition by discouraging investment in research and development, giving unfair advantages to infringing companies, and limiting the ability of other companies to develop new products or technologies. Overly broad patents that are difficult to enforce can also stifle innovation and competition.

**4. Should the software company license the technology or risk a lawsuit?**

When deciding whether to license a technology or risk a lawsuit, a software company should consider the strength of the patent, the potential consequences of the lawsuit, and its ethical and legal obligations. If the patent is strong and the patent owner is likely to win the lawsuit, the company may have a duty to license the technology. Conversely, if the patent is weak or the company has evidence of non-infringement, it may be possible to contest the patent in court or risk being sued. The company should carefully evaluate its obligations, potential outcomes, and the benefits and drawbacks of licensing or contesting before deciding.

**5. What measures should be taken to prevent patent infringement in the tech industry?**

To avoid patent infringement in the tech sector, businesses should adopt a proactive strategy that includes conducting a thorough patent search, getting legal counsel from a patent attorney, developing a patent strategy, teaching staff members the value of respecting intellectual property rights, carrying out routine patent audits, keeping an eye on the market for potential infringement, and taking steps to protect their own intellectual property rights.