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by [Oi Lam Siu](#) - Saturday, 1 February 2025, 9:31 AM

In analysing the ACM case study on Abusive Workplace Behaviour (ACM, n.d.), it is clear that the team leader, Max, violates several core tenets of ethical and professional standards. The ACM Code of Ethics emphasises the importance of fostering a respectful and inclusive environment, giving proper credit for contributions, and ensuring the well-being of colleagues (ACM, 2018).

Drawing parallels with the British Computer Society (BCS) Code of Conduct, the “Public Interest” principle appears violated, as Max’s actions compromise the psychological safety and dignity of his colleagues. Furthermore, by withholding rightful credit, the stipulations on “Professional Competence and Integrity” and “Duty to the Profession” are also disregarded (BCS, 2022). Such behaviour can erode trust and diminish respect for the computing profession as a whole.

Max’s personal attacks, punitive actions, and the removal of names from journal submissions not only undermine professional integrity, but also risk legal consequences if viewed as harassment or discrimination under relevant legislation, such as the United Kingdom’s Equality Act 2010 (Equality Act, 2010).

Under the Equality Act 2010, when workplace abuse targets individuals on the basis of protected characteristics (for example, sex or race), it may constitute harassment under Chapter 2. Section 26 of the Act defines “harassment” as unwanted conduct related to a protected characteristic that has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment, which is prohibited conduct (Equality Act, 2010).

### References

ACM (2018). ACM Code of Ethics and Professional Conduct. Available from: <https://www.acm.org/code-of-ethics> [Accessed 1 February 2025].

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