Kelvin Kelechi Ibeh  
Head of ICT   
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Dear Dr. Joy Opara,

I am writing to formally express my concerns regarding several issues that have recently arisen at work, which I believe undermine my professional integrity and contributions. I hope to clarify these points to foster a better understanding and seek a resolution.

1. Unauthorized Distribution of Intellectual Property: My source code, which was developed as part of an organizational project, though it was shared with my consent but not my approval. I would like to emphasize that there is no contractual agreement that mandates the sharing of my source code with other developers or relinquishes my intellectual rights to the organization. This action is not only against professional ethics but also compromises my intellectual property rights.
2. Inappropriate Audit Process: I have dedicated several months to developing a content management system using Python, coding everything meticulously from the ground up. It is disconcerting that my work was subjected to an audit by a content management system developer whose expertise does not align with the complexities involved in software engineering. To illustrate, imagine a scenario in a restaurant where a pastry chef, skilled in desserts, is asked to review and critique the dishes prepared by the head chef who oversees the entire kitchen’s operations. The pastry chef, while proficient in their domain, lacks the requisite knowledge to evaluate or provide meaningful feedback on the preparation of intricate main courses. This analogy underscores the inappropriateness of assigning such an audit to someone outside the specific field of expertise required.
3. Manner of Recommendation Delivery: The approach in which recommendations were conveyed was not only unprofessional but also disrespectful. Receiving feedback in such a manner, particularly from an individual who does not possess the capability to develop a similar platform using actual programming languages, is unacceptable and diminishes the value of my professional efforts.

These issues are of great concern to me, and it is imperative that they are addressed promptly to prevent future occurrences. I am committed to my role and to maintaining the highest standards of professional conduct, but I must insist that the respect and integrity of my professional input be upheld.

I am open to discussing these matters at your earliest convenience and hope we can resolve these concerns amicably and professionally.

Thank you for your attention to these matters.

Yours sincerely,  
Kelvin Kelechi Ibeh