The balance between giving people privacy or providing safety is extremely important and effects multiple systems in this case. Furthermore Organizations like governments, agencies or companies face the tradeoff between giving employees/contractors/members autonomy so that they can contribute more and limiting their access to prevent bad actors from abusing this autonomy. On an individual level Snowden had to decide to prioritize his personal well being over public interest or not. He knew that his comfortable life in the US was over. Additionally Snowden’s actions were probably also bad for “innocent” people like his family or employees of the NSA. An Ideal system would prevent the harm caused to people who were not directly involved. Organizations like companies have a goal or a purpose which is only in rare cases fully aligned with the public interest.

Organizations like companies or agencies need ways to take action against members/ employees by firing them or suing them for defamation etc. At the same time this can be abused easily since large organizations have more resources than single employees. For example, it is unlikely that Snowden could have changed the NSA by filing an internal complaint. Optimal systems would prevent these ethical quandaries but in reality this is almost always impossible. When designing systems, one should try to minimize these problems.