

Teammate Not Following the Policy

Mimi is new to the company. She is very excited to be involved in new projects and to learn from her teammates. She reads the company policy provided by HR, but she noticed that Matt, a tenured teammate is not following the policy. Matt always goes out during work hours in the afternoon and would return after 1-3 hours. Her Mimi got confused because she read in the policy that an employee is only allowed at most 30 minutes of break in the afternoon. She asked Matt where he was going and Matt told her he normally meets his friends. Matt also told Mimi that it's okay and he just needs to offset the missed hours in the evening. Their supervisor is working remotely and he is busy managing other employees.

- **What is wrong with this situation?**
- **What should Mimi do?**
- **To whom and how should Mimi communicate this?**

I think it was the wrong move for Mimi to involve herself even just a little bit with Matt. The correct approach is to let Matt be. It is not Mimi's job to try and do something, and even Matt himself mentioned that he makes up for it in the evening. There is a good chance that the supervisor already knows about this.