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THE GIFT THAT KEEPS ON GIVING

**Case Questions**

1. What should Bethann do next?

If I were her, I would go and knock on Michael’s door and speak with him.

1. Whose responsibility was it to make sure that Bethann knew the policy?

It is both Bethann and the company’s responsibility. Most HR departments send out policy items, like accepting gifts, and make employees sign and date the information in case there is ever an issue. The company then has proof that their employees acknowledged the policy. As an employee if Bethann was told, then it is her responsibility to remember the policy.

1. What could the company have done to help Bethann make the right call?

The company should have made Bethann aware of the policies during orientation. The policy should be listed in the Employee Handbook, which each employee should have a copy of. Also, any important policy like this should be kept signed and dated in the employee folder to verify that Bethann was made aware of the policy.

1. Once Bethann tells Michael what she did, what should his response be?

Different business’ have different ways to deal with these sort of ethical issues. Michael will have to follow whatever rules are in place for dealing with ethical issues for his company.

If Bethann was never informed of the policy the first thing Michael should do is make certain that every employee in the company is aware of the gift policy and to have all employees sign-off that they are aware of the policy. If Bethann has previously signed paper work about gifts and forgot, then the company has the right to terminate her for violating their policies. This will be an issue where Michael needs to speak with Bethann, judge the extent of the damage, and come to a solution within the company’s policy.