
Roxanne Kampf was an accounts payable clerk for a large corporation. She enjoyed the job and was generally happy with her workplace. Her employer had an extensive corporate giving program and supported employee voluntarism, in which she participated. For example, Roxanne volunteered to participate in the cleanup of a park near the office. It was an enjoyable activity and involved social interaction with many colleagues. Overall, she was pleased to be working for a corporation that was socially responsible.

Roxanne had reservations about the corporate giving program-in particular, about the annual United Way campaign.

Firstly, she did not agree with the purposes of some of the charities covered by United Way. Secondly, she preferred to contribute directly to the charities she supported and whose aims she endorsed. Lastly, she felt pressure from supervisors and peers to contribute. This last reservation caused Roxanne some anxiety.

She had been reading in the newspaper about workplace charity drives. A poll of readers of *The Globe and Mail* found that 51 percent liked to support charity drives, 36 percent preferred to make their donations privately, and 13 percent felt pressured to contribute. Obviously Roxanne was not alone in her concern.

Roxanne felt very uneasy about her direct supervisor heading up the campaign in her department. Although the actual canvassing was done by peers, she still felt pressure and anxiety. She was not sure how to say no or what excuse to make. She wondered if anyone would believe a statement that she had already used up her "charitable budget." Also, she was not sure how others would feel when she stated that she should be able to give to the charities she preferred and in private. Even more troublesome was her concern about how saying no would impact her career.

The campaign made her very uncomfortable and she was even feeling guilty. Fun campaign activities were organized

in the office and it was obvious to all when she did not attend. Also, the office had a goal to raise \$5,000 and she was not contributing as expected of team members. Roxanne faced a dilemma and did not know what to do.

Questions

- I. What are the pros and cons of workplace charity drives? What are the issues involved?
2. Does Roxanne have an ethical dilemma? State what it is.
3. What ethical principles (from Chapter 5) might she use to analyze the dilemma?
4. What should Roxanne do?