

Summary Post

In my initial post I drew attention to the multiple issues caused by Max's behaviour. He is in breach of the Equality Act 2010 as he is discriminating against Diane by treating her differently to the rest of the team because she is female. He is also harassing her with unwanted behaviour, again because she is female. Max has created a hostile working environment, and this has been allowed to continue by the team manager, Jean.

This type of behaviour affects millions of people every day (Nielsen & Einarsen, 2018) is likely to perpetuate the existing gender gap in the computing industry (Kröhn et al., 2020)

My colleagues agreed that as well as being illegal, this behaviour is unethical with one pointing out that this type of harassment leads to lower job satisfaction, increased stress and decreased productivity (Einarsen et al., 2018). The behaviour of both Max and Jean is in clear contravention of the ACM Code of Ethics and Professional Conduct (ACM, 2018) as well as the Code of Conduct for the British Computer Society (BCS, 2022)

ACM Code Task Force (2018). *ACM Code of Ethics and Professional Conduct*. Available from: <https://www.acm.org/code-of-ethics> [Accessed 16 Nov 2023]

BCS (2022). *Code of Conduct for BCS Members*. Available from <https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf> [Accessed 16 Nov 2023]

Einarsen, S., Hoel, H., Zapf, D., & Cooper, C. L. (2018). *Bullying and harassment in the workplace: Developments in theory, research, and practice* (3rd ed.). CRC Press.

Government Equalities Office (2010) *Equality Act 2010*. Available from: <https://www.gov.uk/guidance/equality-act-2010-guidance> [Accessed 16 Nov 2023]

Kröhn, C., Groher, I., Sabitzer, B. & Kuka, L. (2020) Female Computer Scientists Needed: Approaches For Closing The Gender Gap. *2020 IEEE Frontiers in Education Conference (FIE)*, 1-4. DOI: <https://doi.org/10.1109/FIE44824.2020.9273933>

Nielsen, M., & Einarsen, S. (2018) What we know, what we do not know, and what we should and could have known about workplace bullying: an overview of the literature and agenda for future research. *Aggression and Violent Behavior* 42, 71-83. DOI: <https://psycnet.apa.org/doi/10.1016/j.avb.2018.06.007>