**1. Ethical Dilemma Response**

**Issue Description**

The supervisor in IT always gives high-priority assignments to some members of the team, claiming they are more reliable than others and have performed well in the past. Other potential employees who are equally capable are not offered such opportunities, which can lead to low morale and feelings of discrimination. This causes friction within and kills professional growth among the neglected employees.

**Decision**: In an attempt to create equality and team inspiration, project assignment transparency shall be resorted to. The assignments will be based on the documented competencies, historical performance indicators, and personal development plans. The rotation of the roles will be promoted, and anonymized feedback will be used to determine possible symptoms of bias.

**Ethical Principle: Respect for Persons**

One of the ideas of this principle is the importance of the dignity, independence, and contribution of each team member. As managers uphold their leadership ethics by not showing favoritism or favoring one over the other, they do so by creating an even playing field. The respect of persons establishes attitudes of inclusivity, trust, and belongingness and encourages employees to be motivated, identified, and empowered professionally without any preference or discrimination.

**Justification as a Leader**:

As a leader, the implementation of equity will enhance team building and confidence. When the potential of each employee is respected through equal opportunities, the potential for growth through performance and innovation is enhanced. As a supervisor, a person has to ensure that every employee feels appreciated and valued to make valuable contributions.

**Real-World Example 1:** In 2018, projects and promotions assignments were determined based on personal connections with management. An outside probe carried out by the World Bank criticized the company internally, citing that some economists had been given favored treatment at the expense of those outside of their circles (Hahn, 2022). The favoritism resulted in low morale and the absence of diversity in strategic project teams. It is making such distribution of the projects and launching the bias training of supervisors on the guidelines stricter at the World Bank.

**Real-World Example 2:** In 2020, a major software company based in the United States was facing internal backlash when some insiders blew the whistle, revealing that large visibility technical projects were always assigned to a small group of favored engineers, bypassing more experienced and diverse talent (Kessinger, 2024). A third-party review was initiated, which advised establishing an open rotation system and adopting blind performance and project allocation. The modifications helped renew the confidence of employees and retain them.

**References**

Hahn, R. (2022). *Sustainability management: Global perspectives on concepts, instruments, and stakeholders*. Rüdiger Hahn. <https://books.google.com/books?hl=en&lr=lang_en&id=X_9fEAAAQBAJ&oi=fnd&pg=PR4&dq=An+outside+probe+carried+out+by+the+World+Bank+criticized+the+company+internally,+citing+that+some+economists+had+been+given+favored+treatment+at+the+expense+of+those+outside+of+their+circles&ots=qWKyXHt1Nz&sig=sITFPfjj-di6TvmBjSNPEPidG4I>

Kessinger, R. (2024). *Speaking up, speaking out, and making movements: How employee activists raise social, political, and moral concerns at work*. Massachusetts Institute of Technology. <https://search.proquest.com/openview/e32d3463310faa426d14d6479cc03e9c/1?pq-origsite=gscholar&cbl=18750&diss=y>