Research methods

Collaborative discussion one

Question

highlight the impact on any relevant legal (jurisdictional or non-jurisdictional) and social issues, as well as on the professionalism of the computing professionals involved. You should provide comparisons to the British Computer Society

Answer

**INITIAL POST**

The Case study “Abusive Workplace Behaviour” summarizes a scenario wherein a new team member (Diane) of an interactive technology department of an industry research organisation becomes the target of abusive behaviour from the technical leader (Max), and unprofessionalism from the team manager (Jean). (ACM, 2020)

Max, the team leader was entirely unprofessional in his behaviour toward the organisation by not taking account of the importance of handling matters with respect in professional relationships; he verbally abused employees creating an unprofessional and discouraging environment for employees which certainly does not help new employees in their professional development and violates the BSC code of conduct principle; “Duty to the profession”. (BCS, n.d)

As for the BSC code of conduct outlines the Principle ‘Public Interest’ this principle explains that the wellbeing of others should be taken into account, as well as maintaining professional activities without discriminating against age or gender etc. This principle was not adhered to as when the team manager was approached by the young new team member regarding the behaviour of the team leader, the only advise that was given was to “grow up” , and to understand that working in an intense team will always be like this. Likewise, Max, the team leader did not adhere to this principle as it was proven that he only showed his abusiveness to the women team members for all projects by not giving them permission to participate in journal manuscript submissions over minor mistakes. (BCS, n.d)

Undoubtedly, creating an abusive workplace and not adhering to the BCS code of conduct principles will not help in the professional development of organisations and individuals working for the organisation leading to the downfall of the whole organisation.

Reference

ACM (2020) Case: Abusive Workplace Behaviour. Available from: <https://ethics.acm.org/code-of-ethics/using-the-code/case-abusive-workplace-behavior/> [Accessed 29 January 2022]

BCS (n.d) BCS Code of Conduct. Available from: <https://www.bcs.org/membership-and-registrations/become-a-member/bcs-code-of-conduct/> [Accessed 29 January 2022]

**PEER RESPONSES**

Peer Response to [**Czeska Stanley**](https://www.my-course.co.uk/user/view.php?id=3698&course=7803)

Something worth mentioning is the Equality Act 2010, (Equality Act, 2010) which makes it illegal for discrimination to take place in the work place. When Diane had noticed the gender discrimination the first thing, she should have done was to inform the manager about the discrimination for them to deal with. As the manager, Jean, did not take this complaint seriously the next step to take legal action through the court and publicise the discrimination which is happening, on the media to warn others about joining the organisation. (Equalityhumanrights.com, 2022)

It is important to notice if your organisation is violating the equality act (2010) to take action against it before it is too late. Studies show discrimination against individuals in the work place can leave a significant impact on mental and physical health of victims. A study carried out in 2020 revealed that women who were a victim of gender discrimination in the previous 12 months significantly outperformed on a depression screening test than others (Stepanikova et al., 2020).

Furthermore a study by Harnois and Bastos, (2018) concluded that workplace discrimination leads to unhealthy physical health.

Reference

Equalityhumanrights.com. (2022). *How to challenge discrimination at work | Equality and Human Rights Commission*. [online] Available at: <https://www.equalityhumanrights.com/en/multipage-guide/how-challenge-discrimination-work> [Accessed 6 February 2022].

GOV.UK. (2022). *Equality Act 2010: guidance*. [online] Available at: <https://www.gov.uk/guidance/equality-act-2010-guidance> [Accessed 6 February 2022].

Harnois, C. and Bastos, J., (2018). Discrimination, Harassment, and Gendered Health Inequalities: Do Perceptions of Workplace Mistreatment Contribute to the Gender Gap in Self-reported Health?. *Journal of Health and Social Behavior*, 59(2), pp.283-299.

Stepanikova, I., Acharya, S., Abdalla, S., Baker, E., Klanova, J. and Darmstadt, G., (2020). Gender discrimination and depressive symptoms among child-bearing women: ELSPAC-CZ cohort study. *EClinicalMedicine*, 20, p.100297.

Peer Response to Freya Basey

It is worth mentioning that even though it was unintentional by Blocker Plus, it still made it possible for the suppression of vital information which children should be aware of. By supressing information regarding sexual orientations, and vaccinations etc the Blocker plus violated the Equality Act 2010 This act ensures that it is illegal for individuals to be discriminated, and harassed based on their sexual orientation beliefs etc. (Equality Act, 2010).

By restricting access to important information in school such as about sexual orientations and vaccinations children are more likely to not be acceptable and open-minded of others opinions and beliefs which will lead to bullying and discrimination in the short and long term in all areas of their lives, be it a school setting or workplace. (GLSEN, 2015)

References

ACM (N.D.) Case: Malicious Inputs to Content Filters. Available from: [**https://ethics.acm.org/code-of-ethics/using-the-code/case-malicious-inputs-to-content-filters/**](https://ethics.acm.org/code-of-ethics/using-the-code/case-malicious-inputs-to-content-filters/) [Accessed 6 February 2022].

GLSEN, (2015). *The 2015 National School Climate Survey*. [ebook] GLSEN. Available at: <https://www.glsen.org/sites/default/files/2020-01/GLSEN%202015%20National%20School%20Climate%20Survey%20%28NSCS%29%20-%20Full%20Report.pdf> [Accessed 6 February 2022].

GOV.UK. (2022). *Equality Act 2010: guidance*. [online] Available at: <https://www.gov.uk/guidance/equality-act-2010-guidance> [Accessed 6 February 2022].

Peer response to Samuel Tselapedi

I agree with Kins point about the company not making the effort to resolve the vulnerability which violates the BSC code of conduct (BSC, 2021) and can potentially lead to a leakage of critical and personal information of patients and clients.

If the patients details are leaked, firstly, the organisation will need to deal with the huge financial loss. According to IBM (IBM, 2021), healthcare organisations deal with the most financial loss in data breaches compared to other sectors, the cost is on average $9.3 million.

Secondly this is a huge social issue as the patients and public will lose their trust in the reliability of the system even if the issue gets resolved after the data breach they will still be hesitant to use the system. (Seh et al, 2020)

Furthermore, the data leakage will also be a huge ethical concern as it will make the patient feel upset, feeling as if their privacy has been invaded and feeling victimized too. (Fox and Vaidyanathan, 2016)

Reference

BCS (2021) Code of Conduct for BCS Members. Available from: https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf [Accessed 3 Feb. 2022].

Fox, M. and Vaidyanathan, G., (2016). IMPACTS OF HEALTHCARE BIG DATA: A FRAMEWORK WITH LEGAL AND ETHICAL INSIGHTS. *Issues in Information Systems*, *17*(3).

IBM (2021) *Cost of a Data Breach Report 2021*. [ebook] IBM Security. Available at: <https://www.ibm.com/downloads/cas/OJDVQGRY> [Accessed 7 February 2022].

Seh, A.H., Zarour, M., Alenezi, M., Sarkar, A.K., Agrawal, A., Kumar, R. and Ahmad Khan, R., (2020), June. Healthcare data breaches: insights and implications. In *Healthcare* (Vol. 8, No. 2, p. 133). Multidisciplinary Digital Publishing Institute.

**SUMMARY POST**

In summary the chosen scenario for discussion was “Abusive Workplace Behaviour” this case study was about a new team member (Diane) an organisation who became the target of abusive behaviour from the technical leader (Max), and unprofessionalism from the team manager (Jean). (ACM, 2020)

It was agreed upon that this particular scenario described a violation of the principles of the BCS Code of Conduct; “duty to the profession”, and “duty to relevant authority” (BCS, n.d). and as further elaborated by Kin, not only was it a violation of the BCS code of conduct it was also a violation of the Equality Act 2010 (UK GOV, 2021) due to the managers abusive behaviour which can be seen as harassment and bullying (Wong, 2022)

Likewise, Charlotte acknowledges that it was not only the fault of one individual but in fact a number of people in the organisations team are to blame for the violation of the Code of conduct as well as for the unethical acts. (Wilson, 2022)

As a conclusion to avoid conflict in a scenario similar to this, Kin explains that employees should first attempt to hold a meeting to discuss about the issue aiming to resolve it, if no other option is left then the victim should take further action legally for example through Citizen Advice. (Wong, 2022). Nevertheless, as described by Samuel a conflict like this would be less likely to occur if there are policies, training and organisational commitment in place which aim to help avoid conflicts in workplaces. (Tselapedi, 2022)

**References**

ACM (2020) Case: Abusive Workplace Behaviour. Available from: <https://ethics.acm.org/code-of-ethics/using-the-code/case-abusive-workplace-behavior/> [Accessed 29 January 2022]

BCS (n.d) BCS Code of Conduct. Available from: https://www.bcs.org/membership-and-registrations/become-a-member/bcs-code-of-conduct/ [Accessed 29 January 2022]

Tselapedi, S. (2022) Peer Response. Available from: https://www.my-course.co.uk/mod/hsuforum/discuss.php?d=293986 [Accessed 12 February 2022]

Wilson, C. (2022) Peer Response. Available from: https://www.my-course.co.uk/mod/hsuforum/discuss.php?d=293986 [Accessed 12 February 2022]

Wong, K. (2022) Peer Response. Available from: https://www.my-course.co.uk/mod/hsuforum/discuss.php?d=293986 [Accessed 12 February 2022]