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Sent: Monday, February 10, 1997 1:54 PM
To: Multiple recipients of list PRFCMP-L
Subject: Last of three {; -)

Code Principles 5-7 version 2.0

===== 5 =====

This principle, as initially stated, has the goal of not bringing the profession into disrepute.

In general, quality and safety over-rides to this principle.

Principle 5: PROFESSION. Software engineers shall, in all professional matters, advance both the integrity and reputation of their profession(1) as is consistent with public health, safety, and welfare. In particular, software engineers shall, insofar as possible

- 5.01. Associate only with reputable businesses (2) and other organizations.
- 5.02. Assure that clients, employers, and supervisors know of (3) the software engineer's commitment to this code of ethics.
- 5.03. Support those (4) who similarly do as this code requires.
- 5.04. Help develop an organizational environment favorable to acting ethically.
- 5.05. Report violations of this code to appropriate authorities.
- 5.06. Take responsibility for detecting, correcting, and reporting errors in software and associated documents on which they work.
- 5.07. Only accept (5) remuneration appropriate to professional qualifications (6) or experience.
- 5.08. Be accurate in stating the characteristics of software on which they work, avoiding not only false claims but claims that might reasonably be supposed to be deceptive, misleading, or doubtful.
- 5.09. Not promote their own interest at the expense of the profession.
- 5.10. Obey all laws governing their work, insofar as such obedience is consistent with the public health, safety, and welfare.
- 5.11. (7).Exercise professional responsibility to society by serving in civic affairs constructively
- 5.12. (8) Promote public knowledge of software engineering.
- 5.13. Share useful software-related knowledge, inventions, or discoveries with the profession(9), for example, by presenting papers at professional meetings, by publishing articles in the technical press, and by serving on the profession's standard-setting bodies. (10) deleted
- clause 5.14. Make no political contribution, gift, or commission for award of a contract.

===== 6 =====

This clause dealt with collegiality between professionals and management issues.

We have separated this into two Principles one dealing with collegiality and the other addressing management issues

Principle 6: COLLEAGUES. Software engineers shall treat all those with whom they work fairly (11) and take positive steps to support these collegial activities. In particular, software engineers shall, as appropriate:

- 6.01. Assist (12) colleagues in professional development.
- 6.02. Review the work of other (13) software engineers which is not in the public domain only with their knowledge.
- 6.03. Credit fully the work of others.
- 6.04. (14) Review the work of others in an objective, candid, and properly-documented way.
- 6.05. Give a fair hearing to the opinion, concern, or complaint of a colleague. (15)
- 6.07 assist colleagues in being fully aware of current standard work practices including policies and procedures for protecting passwords, files, security measures in general, and other confidential information. (16)
- 6.08 not interfere in the professional career progression of any colleague
- 6.09 not(16a) take steps to supplant another software engineer after steps have been taken for employment.
- 6.10 call upon other professional's opinions, in their areas of competence, in situations outside of their own areas of competence.

===== N =====

This was separated out from Principle 6 as a means of gathering together specific anagement issues. The reason it has no number is that we have not figured out were it belongs. Suggestions ??????

(17)

Principle N MANAGEMENT. A software engineers in a management or leadership capacity...

(This sentence is under construction. Any suggestions ??????)

(Clauses are also under construction. Clauses to be formulated should include:

enable, encourage, follow good practice..provide direction to good

sowftware engineering practices and follow such practices ???

Suggestions???

- the principle contains due process now

- need to add Team building, Communications, Good practices.

Some clauses were moved from Principle 6 to here and modified to fit management.

N6.06. Assure that employees are informed of standards before being held to them.

N6.07. Assure (18)employees know the employer's policies and procedures for protecting passwords, files, and other confidential information.

N6.08. Assign work only upon considerations of professional

- qualifications (19) or experience.
- N6.09. Provide for due process in hearing charges of violation of an employer's policy or of this code.
- N6.10. Develop a fair agreement concerning ownership of any software artifact an employee makes.(moved 6.11 to 6.09)
- N6.12. Attract employees only by full and accurate description of the conditions of employment.
- N6.13. Offer only fair and just (20) remuneration.
- N6.14. Not (21) unjustly prevent a subordinate from taking a better job for which the subordinate is qualified(22) or experienced to do.(23)
- N6.15 Not ask an employee to do anything inconsistent with this code.

===== 7 =====

Principle 7: SELF. Software engineers shall, throughout their career, try to enhance their own ability to practice their profession as it should be practiced. In particular, software engineers shall continually endeavor to:

- 7.01. (24) Further their knowledge of (25) developments in the design, development, and testing of software and related documents,(26) together with the management of the development process.
- 7.02. Improve their ability to create safe, reliable, and useful (27)quality software at reasonable cost and within a reasonable time.
- 7.03. Improve their ability to write accurate, informative, and literate documents in support of software on which they work.
- 7.04. Improve their understanding of the software and related documents on which they work and of the environment in which they will be used.
- 7.05. Improve their knowledge of the law governing the software and related documents on which they work.
- 7.06. Improve their knowledge of this code, its interpretation, and its application to their work. (28)
- 7.08 Not require or attempt to influence any person to take any action which involves a breach of this code.
- 7.09 Consider violations of this code inconsistent with being a professional software engineer.

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Modification made to Principles 5-7

- 1 added "as is consistent with public health, safety, and welfare."
- 2 added "and other organizations" to broaden the scope of this to entities an SE is likely to work with and for.
- 3 added "the software engineer's commitment to this code of ethics" to be

sure that management knows of the constraints the code imposes on the SE's behaviour

- 4 added "those who similarly " to extend the support to those non-software engineers who my advocate elements of this code .
- 5 replace "salary" with "remuneration".
6. add "or experience"
7. replace with "Exercise professional responsibility to society by serving in civic affairs constructively." to make clear the professional's obligations to benefit society.
- 8 replace "Improve" with "Promote" which unlike 'improve' doesn't presume a pre-existing knowledge of software engineering.
9. Insert "For example by presenting" to make clear that these are only some examples of ways to share knowledge.
10. Delete 5.14 because it belongs under Principle 3 and the content is already included there under 3.06
- 11 add " and take positive steps to support these collegial activities" to add a very proactive element to this clause. *****This needs word smithing ??????????
- 12 replace "co-worker' " with "colleagues" to reflect a broader range of persons involved.
- 13 revise by adding "other software engineers which is not in the public domain" to enable review of public artifacts.
- 14 Replace "criticize" with a less value laden term "review"
- 15 Insert clause "Shall assist colleagues in being fully aware of current standard work practices including policies and procedures for protecting passwords, files, security measures in general, and other confidential information."
- 16 Insert clauses
6.08 shall not interfere in the professional career progression of any colleague.
6.10 call upon other professional's opinions, in their areas of competence, in situations outside of their own areas of competence."

- 16a Add "not take steps to" to allow situations in which an SE may be required to take over work initially offered to another software engineer.
- 17 Remove items 6.06, 6.07,6.08.6.09, 6.10,6.12,6.13,6.14 to a new MANAGEMENT Principle.
Include project management issues in this Principle.
- 18 Replace "co-workers" with "employees" to reflect management principle.
- 19 add "or experience"
- 20 replace "compensation" which in Europe means 'an item given to redress a wrong done to you ' with "remuneration".
- 21 insert "unjustly" to allow justifiable ways, such as a raise in salary, to discourage a subordinate from taking another job.
- 22 add " or experienced to do"
- 23 add clause "Will not ask an employee to do anything inconsistent with this code"
- 24 Replace 'Improve" which suggests that the software engineer does not have a good understanding now, with "Further"
- 25 delete "recent" to encourage the software engineer to learn things which may not be recent but could still be useful
- 26 add "together with the management of the development process"
- 27 insert "quality"
- 28 add clauses
 - 7.08 will not require or attempt to influence any person to take any action which involves a breach of this code"
 - 7.09 consider violations of this code inconsistent with being a professional software engineer.

*****TEMPORARY ADDRESS CHANGE*****

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