**Collaborative Learning Discussion 1**

**Introduction**

I have selected the Association of Computing Machinery (ACM) case study relating to Abusive Workplace Behaviour.

The experience of workplace abuse depicts a crisis situation where Diane is a victim of workplace abuse. The actions of Max and Jeane are in violation of various ethical guidelines – even mostly codified. Max and Jean were in violation of ACMs principles in the code namely:

* Principle 1.1: The user of verbal abuse on a colleague, thereby causing harm and an unsafe working environment.
* Principle 2.2: Non-adherence to the standards of practice while communicating with others.
* Principle 1.5: Failing to credit others for their work by removing Dianes name from journal submissions, and also blocking her appearance on stage is in violation of the code.
* Principle 1.4: Carrying out retaliation on another person is in violation of the code as he intentionally targeted and punished Diane – showing abuse of power.
* Principle 3.3: Jean failed to protect Diane from the toxic encounters, and blamed Diane for her predicament. This was showed failure in leadership, and in upholding others dignity.
* Principle 3.4: The failure to act by Jean is in violation of the code as if she had acted according to the principles, it would have served as a deterrence for Max and/or other in the continuation of suck behaviour (ACM, 2018).

**Legal Impact**

The behaviour of Max indicates workplace harassment and discrimination which is in violation of the UK Equality Act 2010. Also, for Diane to face reprehension from Jeane means clear violation of the Public Interest Disclosure Act 1998 which protects workplace whistleblowers (Gov.uk, 2025). Additionally, removing the name of contributors to content violates the UK Copyright, Designs and Patents Act 1988 (Gov.uk, 2025).

**Social Impact**

The actions of Max and Jeane depicts gender inequality and toxic culture which if sustained can lead to women underrepresentation in the computing field, non-advancement in career, and workplace burnout due to psychological stress. Additionally, it portends public distrust and loss in reputation if such abusive workplace behaviours get encouraged.

The ACM principles in the code compare largely similarly with those of the British Computer Society (BCS) as they both promote equal access and inclusion, anti-discrimination, respect for alternative views, avoidance of malicious actions, intellectual property and confidentiality.

**Conclusion**  
There are existing frameworks, standards, and principles codified by the AMC and BCS offering a robust ethical guide for computing professionals. It is important that these standards are adhered to – serving as a deterrence to offenders.

**References**

ACM (2018) ACM Code of Ethics and Professional Conduct. Available at: https://www.acm.org/code-of-ethics [Accessed: 02 August 2025]

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Gov.uk (2025) Statutory guidance Copyright Act. Available from: <https://www.gov.uk/government/publications/copyright-acts-and-related-laws> [Accessed 02 August 2025]

Gov.uk (2025) Whistleblowing for employees. Available from: <https://www.gov.uk/whistleblowing> [Accessed 02 August 2025]