

RMPP Unit 2 Peer Response 1

Initial post: Wang Wang 30 January 2023

Case study: Abusive Workplace Behaviour

Thank you, Wang, for your post; it included interesting and valuable points. Your final point concerns whether a product produced in a hostile environment is positive for the public (Wang, 2023), which I agree with and consider not in the public interest.

Professionalism plays a crucial role in ethical behaviour, and if computing is to be considered a profession, it has a responsibility to the public (Stahl et al., 2016). Under the BCS Code of Conduct, Point 1. a 'due regard for public health, privacy, security, the well-being of others and environment' (British Computing Society, 2022) issues a commitment to providing products and services in the public interest. This is supported in the ACM Code of Ethics and Professional Conduct as 1.1 suggests all people are stakeholders promoting an obligation to human rights and individual autonomy (ACM, 2018). This notion promotes a safe environment for practitioners which in this case has many concerns.

Furthermore, Point 1.2, 'avoid harm' clearly states even good intentions may lead to harm and greater consideration of impacts is necessary (ACM, 2018). The emotional well-being of Diane was indeed affected. As the team products have been well publicised, it would be necessary for the public good that work should be respected and recognised by the authors, as identified by Point 1.5 (ACM, 2018). Again this underlines that perhaps the practices within the company should be reviewed, as there

was little support from Jean's leadership towards Diane and previous cases against women in the team.

We can also consider the rising self-esteem of Max with the autonomy to abuse power allowed to him, which could lead to narcissistic tendencies. This could further lead to increased aggression in retaliation to pride issues (Baumeister et al., 2003), so stricter workplace environment management with adherence to codes of conduct is needed.

ACM. (2018). ACM Code of Ethics and Professional Conduct. Available from: <https://www.acm.org/code-of-ethics#h-1.6-respect-privacy>. [Accessed 29 January 2023].

Baumeister, R., Campbell, J., Krueger, J. & Vohs, K. (2003). Does High Self-Esteem Cause Better Performance, Interpersonal Success, Happiness, or Healthier Lifestyles? *Psychological Science in the Public Interest*, 4, 1-44.

British Computing Society. (2022). Code of Conduct For BCS Members. Available from: <https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf> [Accessed 28 January 2023].

Stahl, B., Timmermans, J. & Mittelstadt, B. (2016). The Ethics of Computing. *ACM Computing Surveys*, 48, 1-38.