

## Initial post

by [Kwok Wai Yau](#) - Friday, 11 August 2023, 2:44 PM

Number of replies: 2

### **Case: Abusive Workplace Behavior**

This case examines abusive workplace behavior's effects on legal, social, and professional aspects in the context of computing professionals (ACM, N.D.). Max's actions, including verbal attacks and gender-based discrimination, could breach workplace harassment and gender discrimination laws (GOV.UK, 2022). According to the ACM's code of ethics published in 2018, this behavior creates a hostile environment, causing stress and hampering collaboration. Removing women's names from submissions highlights gender bias, impacting equality and discouraging female participation (Citizens Advice, 2019). Max's conduct violates professionalism, damaging the team's reputation and thwarting collaboration. Jean's dismissal of concerns showcases leadership failure. Max's sole authorship claim raises ethical concerns. The outcomes include potential talent loss, reduced innovation, damaged reputation, and legal issues. Computing professionals must tackle this issue swiftly for a positive work atmosphere, professionalism, and ethical standards.

### **Compared to the case study with the BCS code (BCS, 2022):**

**Respect:** BCS emphasizes respect, but Max's berating and yelling breach this value.

**Competence & Integrity:** BCS expects honesty and competence, opposing Max's sole authorship claim and mistreatment.

**Ethics Promotion:** BCS encourages ethics; removing women's names from submissions contradicts this.

**BCS's Impact:**

**Development:** BCS prioritizes learning; Max's conduct indicates a lack of interpersonal skills needing training.

**Diversity & Fairness:** BCS values inclusion; Max's bias and removal of names oppose this.

**Resolution:** BCS provides channels for grievances; Diane can expect a fair investigation.

**Social & Professional Outcomes:**

**Training:** BCS might train teams on respect, diversity, and abuse prevention.

**Reputation:** Max's actions could harm his computing community's standing.

**Accountability:** BCS stresses Max and Jean's responsibility, condemning Jean's dismissal of Diane's concerns.

**Advocacy:** BCS could advocate for better ethics and work conditions.

**Reference:**

ACM (2018). *ACM Code of Ethics and Professional Conduct*. Available at:  
<https://www.acm.org/code-of-ethics> [Accessed 9 August 2023].

GOV.UK (2022). *Code of practice for employers: avoiding unlawful discrimination while preventing illegal working: 6 April 2022 (accessible version)*. Available at: <https://www.gov.uk/government/publications/right-to-work-checks-code-of-practice-on-avoiding-discrimination/code-of-practice-for-employers-avoiding-unlawful-discrimination-while-preventing-illegal-working-in-force-from-6-april-2022-accessible-version> [Accessed 9 August 2023].

Citizens Advice (2019). *If you're being harassed or bullied at work*. Available at: <https://www.citizensadvice.org.uk/work/discrimination-at-work/discrimination-at-work/checking-if-its-discrimination/if-youre-being-harassed-or-bullied-at-work/> [Accessed 9 August 2023].

BCS (2022). *BCS Code of Conduct*. Available at: <https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf> [Accessed 9 August 2023].