

In reply to Kwok Wai Yau

**Re: Peer Response**

by [Amit Pahuja](#) - Monday, 21 August 2023, 2:45 AM

Hi Kwok,

Thanks for the great and insightful post!

The study is well-organized and provides a comprehensive analysis of the situation, identifying areas in which ethical and legal principles have been violated. The connection between gender-biased behavior and nondiscrimination principles is well-established, highlighting the ethical and legal implications of such conduct.

The case study does not specify a legal jurisdiction, yet abusive workplace behavior can have legal consequences in many nations. Verbal abuse, harassment, and gender-based discrimination may violate workplace misconduct, equal opportunity, and discrimination laws. If the case's activity breaches local laws, computing professionals may face civil litigation and regulatory proceedings.

The social effects of Max's abuse are significant. The adverse environment he creates harms team members emotionally and promotes fear and inequality. This can lower morale, productivity, and turnover. Max's targeting of female team members shows a gender prejudice and adds to workplace gender inequity by making them feel unwelcome.

In conclusion, the case study demonstrates a grave violation of ethical standards and professional conduct in the field of computing. According to the BCS Code of Conduct, it is essential for the computing professionals involved to resolve these issues in order to create a workplace that is more inclusive, respectful, and productive.

## References:

ACM (N.D.) Case: Abusive Workplace Behavior. Available at: <https://ethics.acm.org/code-of-ethics/using-the-code/case-abusive-workplace-behavior/> [Accessed 18 August 2023].

BCS (2022). BCS Code of Conduct. <https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf> [Accessed 18 August 2023].