

## Initial Post

by [Hamid Abdul](#) - Saturday, 23 March 2024, 9:15 AM

Number of replies: 1

The BCS Code of Conduct comprises four key principles (BCS, 2024):

- You make IT for everyone.
- Show what you mean, learn what you don't.
- Respect the organisation or individual you work for
- Keep IT real. Keep IT professional. Pass IT on

The abusive behaviour case study demonstrates a clear violation of several of these tenets.

### You make IT for everyone.

Max has a pattern of emotionally abusing and discriminating against his female colleagues. His habit of removing female team members from journal manuscripts and excluding them from presenting violates their rights to recognition, has a significant impact on their well-being and is discriminatory in general. These actions foster a toxic work environment that actively undermines equal access. Both Max's and Jean's inaction damage the reputation of the profession and can have long-term consequences for attracting a diverse talent pool (Rassol et al, 2021).

### Show what you mean, learn what you don't

Max demonstrates a lack of emotional intelligence and personal/professional integrity. Despite his reputation, Max appears to lack a sense of emotional maturity. He has violated equality law, either through ignorance or indifference to his legal and ethical obligations. His behaviour prevents collaboration, and teamwork and undermines the profession. Jean's failure to intervene further enables his behaviour, these actions underscore the negative impact of power imbalances and the importance of relational accountability in mitigating workplace injustice (Rosigno, 2019)

### Respect the organisation or individual you work for

Max misrepresents his team's achievements by solely highlighting his contributions, he demonstrates a lack of respect for his colleagues and the organisation. He may have a desire for personal power which suggests a potential conflict of interest. By discriminating against women, he's also causing huge reputational and long-term damage to his organisation.

### Keep IT real. Keep IT professional. Pass IT on

Max's behaviour and Jean's complicity undermine the reputation of the IT industry. Their actions could deter talented individuals from entering the field due to its

portrayal as a hostile environment. Their actions reflect an outdated mindset that disregards the development of ethics. Max does not seem interested in supporting his team members in their professional growth which will lead to less innovation in the field.

## Reference List

BCS (2024) BCS Code of Conduct. Available from: <https://www.bcs.org/membership-and-registrations/become-a-member/bcs-code-of-conduct> [Accessed 23/03/2023].

Rasool, S.F., Wang, M., Tang, M., Saeed, A. & Iqbal, J. (2021) How Toxic Workplace Environment Effects the Employee Engagement. The Meditating Role of Organisational Support and Employee Wellbeing. *International Journal of Environmental Research and Public Health*. 18(5): 2294.  
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Roscigno, V.I. (2019) Discrimination, Sexual Harassment, and the Impact of Workplace Power. *Socius*. 5. DOI: <https://doi.org/10.1177/2378023119853894>

## **Re: Initial Post**

by [Fabrice Wouche](#) - Sunday, 12 May 2024, 3:58 AM

Your analysis of the abusive behavior case study in the context of the BCS Code of Conduct is thorough and insightful. You have effectively highlighted the violations of several key principles within the BCS Code and provided clear examples of how Max's behavior contradicts these principles.

The principle "You make IT for everyone" emphasizes equal access to IT and the importance of upholding standards professionally and fairly at all times. Max's discriminatory actions, such as removing female team members from journal manuscripts and excluding them from presenting, clearly violate this principle. His behavior not only undermines equal access but also damages the reputation of the profession, potentially deterring diverse talent from entering the field.

The principle "Show what you mean, learn what you don't" underscores the importance of emotional intelligence, collaboration, and teamwork. Max's lack of emotional maturity and violation of equality law, coupled with Jean's failure to intervene, indeed hinder collaboration and undermine the profession. Your insight into the negative impact of power imbalances and the importance of relational accountability in mitigating workplace injustice is well-articulated.

"Respect the organization or individual you work for" emphasizes the need to acknowledge and respect the contributions of colleagues and the organization as a whole. Max's misrepresentation of his team's achievements and his discriminatory behavior not only demonstrate a lack of respect for

his colleagues and the organization but also pose reputational and long-term damage to the organization.

Lastly, the principle "Keep IT real. Keep IT professional. Pass IT on" emphasizes the importance of maintaining professionalism and supporting team members' professional growth. Max's behaviour and Jean's complicity indeed undermine the reputation of the IT industry and reflect an outdated mindset that disregards the development of ethics, potentially leading to less innovation in the field.

Your analysis effectively demonstrates how Max's behaviour contradicts the core principles of the BCS Code of Conduct, and your insights contribute significantly to the understanding of ethical considerations in the IT industry.