

# Start

## Info Page

### Text

- **Abusive Work Place Behaviour**
- <https://www.acm.org/code-of-ethics/case-studies/abusive-workplace-behavior>
- Group Members:
  - a. **Project Manager:** Samee Maqbool
  - b. **Lead Writer:** Riley Emery
  - c. **Documentation Lead:** Jannat Sandhu
  - d. **Quality Assurance:** Mohit Toor
  - e. **Graphics/Design:** Bismanpreet Kaur
- Instructions:
  - a. In this point-and-click adventure game, you will be making decisions on abusive situations in the workplace regarding ethics. On the next page you will be given context on the workplace and the ability to select between two characters. After selecting a character, you will be given situations in which the decision is put on you, where you have to decide which way you would like to handle them from the choices given on that page.
  - b. Please click below to get started

## Backstory (Choice 0, Page 0)

### Text

- **Aerotype Inc.** is a leading interactive technologies team that specializes in the creation of augmented reality experiences. They are actively recruiting for new skills to join the team. Recently, a shining new prospect joined the team in hopes of bringing new innovative ideas to the table.

### Choose your Character:

- Diane, new recruit for **Aerotype Inc.**
- Jean, the team manager for **Aerotype Inc.**

# Jean POV

## Choice 1 (PAGE 1J)

### Text

- **You have chosen Jean:** Jean is the team manager for **Aerotype Inc.**
- Max, the team's technical is brilliant but difficult. He drives the team's success, and his ideas have put the team on the map, but his temper often causes problems. There have been several reports of him lashing out at coworkers over small mistakes.
- Most recently, **Diane (new recruit)** came up to you after an Incident with **Max**. She made a minor error during a code update, which introduced a timing glitch in the prototype right before the live demonstration. As a result, **Max** became infuriated with **Diane** and refused to allow her to join the team on the stage. **Diane** approaches you as she feels this reaction was unprofessional and abusive.
- How do you respond?

### Choice

- **J-C1a.1** - Offer mediation between the two to resolve the conflict.
- **J-C1b.1** - Ignore and brush off Diane's concerns.
- **J-C1c.1** - Confront Max.

## Choice 2 (PAGE 2J)

**Chosen Choice:** J-C1a - Offer mediation between the two to resolve the conflict.

### Text:

- You decide to open a dialogue might help ease the tension. You approach both Max and Diane separately, proposing a mediation to discuss the incident and rebuild trust.

### Choice

- **J-C2a.1** - Schedule a meeting between Max and Diane to discuss the conflict in a controlled, safe environment
- **J-C2b.1** - Speak with Diane and Max separately to understand each perspective before deciding how to proceed
- **J-C2c.1** - Encourage Diane and Max to acknowledge their own mistakes

**Chosen Choice:** J-C1b - Ignore and brush off Diane's concerns.

**Text:**

- You tell Diane that stress before demos is normal and that she shouldn't take Max's reaction personally. She looks disappointed and leaves, saying she "expected more" from leadership. In the following days, tension builds within the team, and some members begin avoiding Max. How do you respond?

**Choice**

- J-C2a.2 - Have a private meeting with Max about his disrespect
- J-C2b.2 - Encourage the team to work with Max due to his tangible value.

**Chosen Choice:** J-C1c - Confront Max.

**Text:**

- You decide to speak directly with Max about his behaviour towards Diane. He becomes defensive, insisting that "she nearly ruined the demo" and that his reaction was justified. How do you respond?

**Choice**

- J-C2a.3- Acknowledge Max's concerns but emphasize his outburst was unprofessional. You suggest a private conversation to discuss how to resolve future mistakes constructively.
- J-C2b.3 - Snap back at Max, telling him that this behaviour is unacceptable and that there will be serious repercussions if it continues.

## Choice 3 (PAGE 3J)

**Chosen Choice:** J-C2a.1 - Schedule a meeting between Max and Diane to discuss the conflict in a controlled, safe environment

**Text:**

- You hold a short, structured mediation with clear rules. Diane says the exclusion hurt her; Max says he feared the demo would fail. You ask them to agree on simple rules for next time.

**Choice**

- J-C3a.1 - Draft an Incident Plan (rollback steps, unbiased review, respectful communication); both sign and set a 2-week check-in.

- **J-C3b.1** - Tell Diane to apologize in public and say Max did nothing wrong; limit stage access to “proven” staff. **(OUTCOME 2)**
- **J-C3c.1** - Remove Max from the next demo and suspend lead privileges for a month without a full review.

**Chosen Choice:** **J-C2b.1** - Speak with Diane and Max separately to understand each perspective before deciding how to proceed

### Text:

- You run brief one-on-ones. Diane describes harm and fear of retaliation; Max blames deadline stress and denies personal attacks. You note mismatched expectations and collect specifics (timestamps, chat posts).

### Choice

- **J-C3a.2** - Document all details, notify HR of a respectful-conduct assessment, establish temporary boundaries, and schedule a structured joint meeting.
- **J-C3b.2** - Tell Diane to “let it go,” hint her role is at risk, and privately reassure Max nothing will change.
- **J-C3c.2** - Issue a formal warning to Max immediately, reduce his bonus, and suspend media access pending review.

**Chosen Choice:** **J-C2c.1** - Encourage Diane and Max to acknowledge their own mistakes

### Text:

- You ask both to own up to their mistakes. Diane admits rushing the commit; Max admits raising his voice. They agree to try a reset but want clear next steps.

### Choice

- **J-C3a.3** - Create an Own-It & Fix-It Plan (rollback checklist, respectful-language rule, post-demo review).
- **J-C3b.3** - Declare “both at fault,” but make Diane take public blame; no consequence for Max.
- **J-C3c.3** - Remove Max from mentorship duties and announce stricter conduct rules.

**Chosen Choice:** **J-C2a.2** - Have a private meeting with Max about his disrespect

### Text:

- In a private meeting, you show Max the chat logs and state his behavior violates conduct rules. He defends it as “pressure,” but you set clear expectations for respect.

## Choice

- **J-C3a.4** - Tell Max to “keep results coming,” while you publicly fault Diane for the incident.
- **J-C3b.4** - Remove Max as demo lead and issue a formal written warning pending HR review.

**Chosen Choice:** **J-C2b.2** - Encourage the team to work with Max due to his tangible value.

## Text:

- You tell the team, “Work with Max, he gets things done.” Productivity improves, but morale drops. People stop speaking up, and small bugs slip through.

## Choice

- **J-C3a.5** - Set team guidelines around respect and review processes, rotate code-review leads, and run a team review and set follow-up tasks
- **J-C3b.5** - Publicly praise Max, dismiss concerns as “whining,” and threaten consequences for pushback.
- **J-C3c.5** - Remove Max as the sole reviewer, assign a co-lead, and require oversight on his approvals.

**Chosen Choice:** **J-C2a.3** - Acknowledge Max’s concerns but emphasize his outburst was unprofessional. You suggest a private conversation to discuss how to resolve future mistakes constructively.

## Text:

- You acknowledge Max’s stress but make it clear his outburst wasn’t okay. You suggest a private chat to plan how to handle mistakes better next time. Max agrees, cautiously. Diane wants clear protections in place.

## Choice

- **J-C3a.6** - Create a Respect & Recovery Plan that includes an apology to Diane, a rule for respectful communication, clear steps to fix future errors, and a two-week follow-up.
- **J-C3b.6** - Handle it like a PR issue, tell Max publicly to “tone it down” but make no real changes, and warn Diane to stay away from “drama.” **(OUTCOME 2)**
- **J-C3c.6** - You give Max a written warning and take him off public-facing roles until he finishes “conduct” training.

**Chosen Choice:** J-C2b.3 - Snap back at Max, telling him that this behaviour is unacceptable and that there will be serious repercussions if it continues.

**Text:**

- You lose your temper with Max and threaten consequences. He shuts down but seems unstable. The team hears what happened and prepares for backlash. Diane asks for safety; Max wants clear expectations.

**Choice**

- J-C3a.7 - Set a formal conduct plan that includes a written apology to Diane, coaching sessions, clear performance goals, and a two-week check-in.
- J-C3b.7 - Suspend Max from leadership and demo roles pending HR investigation.

## Choice 4 (PAGE 4J)

**Chosen Choice:** J-C3a.1 - Draft an Incident Plan (rollback steps, unbiased review, respectful communication); both sign and set a 2-week check-in.

**Text:**

- You finalize the written incident plan and both sign. You announce a 2-week check-in before the next demo so the rules are tested in practice.

**Choice**

- J-C4a.1 - You share the protocol with the full team, lead a short, blame-free review of the incident, and ask Max to apologize to Diane. (OUTCOME 3)
- J-C4b.1 - Keep the plan private; tell Max to “do what it takes” and skip the apology to save time. (OUTCOME 2)
- J-C4c.1 - You scale back Max’s role, bring in a co-lead to uphold the protocol, and require him to complete “conduct” training. (OUTCOME 3)

**Chosen Choice:** J-C3c.1 - Remove Max from the next demo and suspend lead privileges for a month without a full review.

**Text:**

- You remove Max from the demo and pause his lead role for a month to steady the team and safeguard the project. You tell everyone that respectful behavior is a must, and that rotating interim leads will keep things moving.

**Choice**

- J-C4a.2 - Open a formal HR case with a written conduct plan, mandatory coaching, and monitoring. (OUTCOME 3)

- **J-C4b.2** - Start an anonymous team survey to hear people's experiences before making any final decisions.
- **J-C4c.2** - Tell Diane the suspension settles things, keep her off demos to prevent conflict, and move forward without further discussion. **(OUTCOME 2)**

**Chosen Choice:** **J-C3a.2** - Document all details, notify HR of a respectful-conduct assessment, establish temporary boundaries, and schedule a structured joint meeting.

**Text:**

- You record key details, timelines, witnesses, and screenshots and notify HR that a respectful conduct review is starting. You set temporary rules: no one-on-one contact without a witness, demo access on hold, and a joint meeting planned with a clear agenda and ground rules.

**Choice**

- **J-C4a.3** - Issue a written warning, require coaching, put Max on probation for lead duties, and start active monitoring while the assessment is underway. **(OUTCOME 3)**
- **J-C4b.3** - Place Max on paid administrative leave, hand off technical ownership, and send HR a detailed report recommending a formal investigation due to the recurring issues. **(OUTCOME 1)**
- **J-C4c.3** - Warn Diane that continuing will "hurt the team," pressure her to drop it, and move her to quiet documentation tasks with little visibility. **(OUTCOME 4)**

**Chosen Choice:** **J-C3b.2** - Tell Diane to "let it go," hint her role is at risk, and privately reassure Max nothing will change.

**Text:**

- You push Diane to let it go and hint that staying visible depends on her cooperation. Then you reassure Max privately that his role won't change.

**Choice**

- **J-C4a.4** - File a performance note on Diane, pull her from demo work, and caution the team against "stirring the pot." **(OUTCOME 4)**
- **J-C4b.4** - Protect Max from consequences and quietly move Diane to low-visibility, low-impact tasks. **(OUTCOME 2)**
- **J-C4c.4** - Change your mind and apologize to Diane, reinstate her position, issue Max a written etiquette warning, and launch a formal HR case to address the behavior. **(OUTCOME 3)**

**Chosen Choice:** J-C3c.2 - Issue a formal warning to Max immediately, reduce his bonus, and suspend media access pending review.

**Text:**

- You give Max a written warning, reduce his bonus due to conduct, and pause his media access until the review ends. You update PR about the hold and make it clear to the team that leadership depends on behavior.

**Choice**

- J-C4a.5 - Escalate the issue to HR, recommending that Max be removed from his lead role and placed on a six-month probation that includes coaching and active monitoring. **(OUTCOME 3)**
- J-C4b.5 - Quietly tell Max the warning is “just paperwork,” restore his media access to satisfy investors, and move Diane to behind-the-scenes tasks with little visibility. **(OUTCOME 2)**
- J-C4c.5 - Bring in an outside reviewer, set up bystander-intervention training for the team, and temporarily shift Max’s direct reports to another manager.

**Chosen Choice:** J-C3a.3 - Create an Own-It & Fix-It Plan (rollback checklist, respectful-language rule, post-demo review).

**Text:**

- You roll out an “Own-It & Fix-It” plan with quick rollback actions, a strict respectful-language rule, and a post-demo review to check behavior and address harm. You tell the team that technical quality and respectful conduct now go hand in hand.

**Choice**

- J-C4a.6 - Connect the plan in company policy: any violation of the respectful-language rule now triggers an automatic HR escalation, along with your written recommendation for termination if it fits a documented pattern. **(OUTCOME 1)**
- J-C4b.6 - Use the plan solely for image; keep Max in charge, press Diane to “publicly clarify,” and disregard the conduct review. **(OUTCOME 2)**
- J-C4c.6 - Demote Max from his lead role for three months, assign an acting lead, and mandate coaching sessions focused on respectful conduct. **(OUTCOME 3)**

**Chosen Choice:** J-C3b.3 - Declare “both at fault,” but make Diane take public blame; no consequence for Max.

**Text:**

- You present the situation as mutual fault, but single out Diane to make a public apology. Max receives no consequences. You justify the move as “protecting the demo’s image,” but it’s clear Diane’s credibility suffers and the team’s trust begins to decrease.



## Choice

- **J-C4a.7** - Enforce public blame on Diane, framing it as necessary to “rebuild trust,” keep her off-stage, and proceed without examining Max’s behavior. **(OUTCOME 2)**
- **J-C4b.7** - Put Diane on a “professionalism” performance plan, caution her not to raise further concerns, and publicly commend Max’s “decisiveness.” **(OUTCOME 4)**
- **J-C4c.7** - Publicly withdraw the blame, issue a formal apology to Diane, and begin documenting prior incidents involving Max and submit a recommendation to HR to pursue termination. **(OUTCOME 1)**

**Chosen Choice:** **J-C3c.3** - Remove Max from mentorship duties and announce stricter conduct rules.

### Text:

- You remove Max from all mentorship duties and announce a stricter civility policy to the team, emphasizing that coaching juniors is a privilege earned through respectful conduct, not just technical expertise. You outline real consequences for violations, reinforcing that leadership is about character as much as capability.

## Choice

- **J-C4a.8** - Turn the announcement into formal policy by issuing Max a written warning for violating mentorship standards and opening an HR case to investigate his conduct. Make it clear that respectful behavior is now a necessary requirement for leadership. **(OUTCOME 1)**
- **J-C4b.8** - Launch a safe mentorship program by pairing Diane with a senior mentor, publishing clear mentor criteria, and requiring Max to complete coaching before reapplying. Mentorship is now tied to respectful conduct, not just technical skill.

**Chosen Choice:** **J-C3a.4** - Tell Max to “keep results coming,” while you publicly fault Diane for the incident.

### Text:

- You praise Max for output and pin the incident on Diane in front of the team. You frame it as “standards,” but you can feel trust dip and side conversations spark about fairness and safety.

## Choice

- **J-C4a.9** - Issue Diane an official warning for “professionalism,” limit her client/demo access, and consider the situation resolved. **(OUTCOME 2)**
- **J-C4b.9** - Pressure witnesses to keep this internal, ask HR to treat it as coaching only, and suggest deleting heated chat threads. **(OUTCOME 4)**
- **J-C4c.9** - Run a brief “listening session,” keep Max as lead, offer Diane a lateral move off demos, and let the issue fade. **(OUTCOME 2)**

**Chosen Choice:** J-C3b.4 - Remove Max as demo lead and issue a formal written warning pending HR review.

**Text:**

- You take Max off the demo and file a written warning. You notify HR and tell the team that leadership depends on respect as well as results.

**Choice**

- J-C4a.10 - Send HR a full file recommending termination; keep Max out of leadership and gather witness statements. (OUTCOME 1)
- J-C4b.10 - Keep the warning, remove Max from demos for 3 months, require coaching, and do monthly HR check-ins. (OUTCOME 3)
- J-C4c.10 - Tell Max it's "just paperwork," plan to restore his access, and move Diane off client work. (OUTCOME 4)

**Chosen Choice:** J-C3a.5 - Set team guidelines around respect and review processes, rotate code-review leads, and run a team review and set follow-up tasks

**Text:**

- Share clear respect rules and feedback guidelines (no yelling, no attacks, document decisions). Rotate code-review leads so no one, especially Max, has full control. Run a quick team meeting, list action items and assign owners with deadlines.

**Choice**

- J-C4a.11 - Use the new rules as PR only; limit Diane's commits and let Max steer reviews off-record. (OUTCOME 2)
- J-C4b.11 - Keep the rotation, keep a formal warning on Max, require coaching, and review conduct metrics monthly. (OUTCOME 3)

**Chosen Choice:** J-C3b.5 - Publicly praise Max, dismiss concerns as "whining," and threaten consequences for pushback.

**Text:**

- You publicly support Max, dismiss complaints as 'noise,' warn the team against pushback, and silence the room as side chats flare up.

**Choice**

- J-C4a.12 - Issue a ban for 'internal drama,' reassign Diane, and present the situation to HR as a performance concern. (OUTCOME 4)
- J-C4b.12 - Keep Max fully in charge and offer Diane a lateral move to "reset." (OUTCOME 2)

**Chosen Choice:** J-C3c.5 - Remove Max as the sole reviewer, assign a co-lead, and require oversight on his approvals.

**Text:**

- You end Max's solo control of reviews, assign a co-lead, and require a second approver on any PR he touches.

**Choice**

- J-C4a.13 - Audit Max's past approvals, document biased edits, and recommend termination to HR based on the pattern. (OUTCOME 1)
- J-C4b.13 - Before making any decisions on the next stages, publish a reviewer agreement, enable two-reviewer rules in the system, and start monthly audits.
- J-C4c.13 - Let Max bypass the co-lead, tell Diane to 'avoid conflict,' and keep her off major PRs. (OUTCOME 2)

**Chosen Choice:** J-C3a.6 - Create a Respect & Recovery Plan that includes an apology to Diane, a rule for respectful communication, clear steps to fix future errors, and a two-week follow-up.

**Text:**

- You roll out a simple, written plan: Max must apologize to Diane, all feedback follows a respectful language rule, and you publish clear steps to prevent future errors. You restore Diane's role and book a two-week check to review behavior and progress.

**Choice**

- J-C4a.14 - Follow the plan strictly: keep Max's formal warning, require coaching, and track behavior metrics at the two-week check. (OUTCOME 3)
- J-C4b.14 - Make the apology private, keep Max front-stage, and tell Diane to stop "dwelling on it." (OUTCOME 2)

**Chosen Choice:** J-C3c.6 - You give Max a written warning and take him off public-facing roles until he finishes "conduct" training.

**Text:**

- You issue a formal warning and pull Max from demos, media, and client briefings until he completes conduct training. You tell the team that access returns only if he meets clear behavior standards and passes a follow-up review.

**Choice**

- J-C4a.15 - Open a formal HR case, include past incidents and witness notes, and recommend termination based on the pattern. (OUTCOME 1)
- J-C4b.15 - Keep the warning, require coaching, set behavior benchmarks, and keep Max off public roles for 3 months with monthly HR checks. (OUTCOME 3)

**Chosen Choice:** J-C3a.7 - Set a formal conduct plan that includes a written apology to Diane, coaching sessions, clear performance goals, and a two-week check-in.

**Text:**

- You put the plan in writing: Max must apologize to Diane, attend coaching, and meet clear behavior goals. You restore Diane's role and schedule a two-week check to review progress and next steps.

**Choice**

- J-C4a.16 - Maintain the warning, require coaching, and track behavior metrics at the check-in; extend limits on Max's role if goals slip. **(OUTCOME 3)**
- J-C4b.16 - Push Diane to "move on," skip monitoring, and keep Max in the spotlight. **(OUTCOME 2)**
- J-C4c.16 - Set up a two-week review panel (HR and peer representatives) to decide whether to escalate based on the evidence gathered.

**Chosen Choice:** J-C3b.7 - Suspend Max from leadership and demo roles pending HR investigation.

**Text:**

- You remove Max from leadership and demos while HR investigates, and you inform the team that retaliation will not be tolerated. You maintain chat logs and witness notes to keep evidence.

**Choice**

- J-C4a.17 - Submit a thorough report and suggest termination based on the proven pattern; keep Max suspended pending HR's decision. **(OUTCOME 1)**
- J-C4b.17 - Let Max know the suspension is temporary, reduce Diane's access, and ask the team to "keep this internal." **(OUTCOME 4)**
- J-C4c.17 - Assign an independent investigator and set a timeline with interview dates and a decision meeting.

## **Choice 5 (PAGE 5J)**

**Chosen Choice:** J-C4b.2 - Start an anonymous team survey to hear people's experiences before making any final decisions.

**Text:**

- You launch a confidential survey with specific prompts (dates, quotes, links to logs) and explain how the data will be used. You promise consolidated results, protection against retaliation, and a clear decision date. You set up a secure inbox for follow-ups and invite anyone with documentation to attach it.

## Choice

- **J-C5a.1** - Act on strong evidence: send HR a termination recommendation with quotes, timestamps, and logs. **(OUTCOME 1)**
- **J-C5b.1** - Keep Max but issue a formal warning, require coaching, cap authority for 3 months, and monitor. **(OUTCOME 3)**
- **J-C5c.1** - Dismiss results as “too vague,” restore Max’s status, and urge silence. **(OUTCOME 4)**

**Chosen Choice:** **J-C4c.5** - Bring in an outside reviewer, set up bystander-intervention training for the team, and temporarily shift Max’s direct reports to another manager.

## Text:

- You contract a neutral reviewer with a defined scope and timeline, ensuring interviews stay private and notes are preserved. You roll out bystander-intervention training so teammates know how to step in safely and report concerns. While the review runs, you temporarily reassign Max’s direct reports to reduce pressure and ensure fairness. You commit to sharing a summary of findings and actions.

## Choice

- **J-C5a.2** - Reviewer confirms a pattern; proceed to terminate and keep report routing stable during transition. **(OUTCOME 1)**
- **J-C5b.2** - Demote Max, require coaching, and keep dual-manager oversight with monthly checks. **(OUTCOME 3)**
- **J-C5c.2** - Treat training as optics; restore Max fully and leave Diane sidelined. **(OUTCOME 2)**

**Chosen Choice:** **J-C4b.8** - Launch a safe mentorship program by pairing Diane with a senior mentor, publishing clear mentor criteria, and requiring Max to complete coaching before reapplying. Mentorship is now tied to respectful conduct, not just technical skill.

## Text:

- You share clear mentor criteria (conduct, feedback, availability) and pair Diane with a trusted senior. You add private reporting for mentees and set regular check-ins to catch issues early. You make it clear that mentoring is a privilege based on professionalism, not just technical skill. Max can reapply only after coaching and a clean behavior period.

## Choice

- **J-C5a.3** - Keep Max off mentoring for 6 months, maintain the formal warning, require coaching, and collect monthly mentee feedback before allowing any limited return. **(OUTCOME 3)**

- **J-C5b.3** - Bypass the criteria, allow Max to advise mentees off the record, and cancel some of Diane's mentor meetings claiming "capacity." **(OUTCOME 2)**

**Chosen Choice:** **J-C4b.13** - Before making any decisions on the next stages, publish a reviewer agreement, enable two-reviewer rules in the system, and start monthly audits.

### Text:

- You formalize review standards (tone, rationale, decision logs) and enable mandatory two-reviewer checks. You explain that periodic reviews will evaluate approvals for bias and policy violations. You establish punishments for noncompliance and a method for appealing review outcomes. You remind the team that technical critiques should be respectful and documented. These audits show that Max has been extremely biased and has violated several policies. How do you respond?

### Choice

- **J-C5a.4** - Revoke Max's permissions and recommend termination. **(OUTCOME 1)**
- **J-C5b.4** - Seal the audit, offer Max a private appeal, instruct the staff not to disclose "confidential findings," and warn that raising it will harm the group's reputation. **(OUTCOME 4)**

**Chosen Choice:** **J-C4c.16** - Set up a two-week review panel (HR and peer representatives) to decide whether to escalate based on the evidence gathered.

### Text:

- You create a small panel with defined roles, grant access to logs, and receive written responses. You determine the ground rules: confidentiality, no retaliation, and evidence-based decision-making. You announce the decision date and the actions that the panel may propose. You specify how the conclusion will be shared in order to maintain privacy and rebuild trust.

### Choice

- **J-C5a.5** - Panel confirms breach; proceed to termination and publish key findings internally. **(OUTCOME 1)**
- **J-C5b.5** - Pressure panelists to downplay the case and word begins to spread. **(OUTCOME 4)**

**Chosen Choice:** J-C4c.17 - Assign an independent investigator and set a timeline with interview dates and a decision meeting.

**Text:**

- You lock the investigation timeline, secure chat logs and emails, and ensure interviews happen without managers. You name a decision meeting to review findings and actions. You commit to following the evidence, outline the appeals process, and remind the team that cooperation is expected and retaliation will be disciplined. Findings show Max committed severe misconduct. How do you respond?

**Choice**

- J-C5a.6 - Terminate Max per policy, inform the team of the decision, and offer support to impacted staff. **(OUTCOME 1)**
- J-C5b.6 - Keep Max employed but remove all leadership/mentoring, issue a final written warning, cut compensation, require external coaching, and place him under strict monitoring for 12 months. **(OUTCOME 3)**
- J-C5c.6 - Narrow the published findings, restore parts of Max's access, and frame it as 'discipline served'. **(OUTCOME 4)**

## Diane's POV

### Choice 1 (PAGE 1N)

#### Text

- **You have chosen Diane:** Diane is the new recruit at **Aerotyne Inc.**
- Max, the team's technical is brilliant but difficult. He drives the team's success, and his ideas have put the team on the map, but his temper often causes problems. There have been several reports of him lashing out at coworkers over small mistakes.
- Most recently, **you** made a minor error during a code update, which introduced a timing glitch in the prototype right before the live demonstration. As a result, **Max** became infuriated with you and refused to allow you to join the team on the stage.
- How do you respond?

#### Choice

- **N-C1a.1** - Report to Jean (Team Manager)
- **N-C1b.1** - Stay silent and move forward
- **N-C1c.1** - Confront Max privately

### Choice 2 (PAGE 2N)

**Chosen Choice:** **N-C1a** - Report to Jean (Team Manager)

#### Text:

- You have decided to report Max's behaviour to Jean the Team Manager but are unsure of how best to communicate with him.
- How do you proceed?

#### Choice

- **N-C2a.1** - Send Jean a comprehensive email describing the incident in detail.
- **N-C2b.1** - Walk into Jean's office unannounced and demand Max be reprimanded for his actions
- **N-C2c.1** - Schedule a meeting with Jean and Max to discuss the situation with all parties present.



## Chosen Choice: **N-C1b** - Stay silent and move forward

### Text:

- You decide it's best to stay silent about the issue as you don't want more conflict to arise in the team...
- Over the next few days Max continues to create tension within the team, frequently making rude comments towards you and others when small issues arise.

### Choice

- **N-C2a.2** - Decide you have had enough of Max's behaviour and call him out in front of the entire team.
- **N-C2b.2** - Urgently get in contact with Jean to discuss Max's effect on the team.
- **N-C2c.2** - Start documenting each incident (dates, quotes, witnesses) and seek confidential advice from HR on next steps.

## Chosen Choice: **N-C1c** - Confront Max privately

### Text:

- You decide to confront Max directly. He becomes aggravating insinuating that your actions ruined the demo and his response was justified

### Choice

- **N-C2a.3**- Snap back at Max and call out his behavior, trade insults, and threaten to escalate before leaving.
- **N-C2b.3** - Get details and email Jean, ask Max for what failed in the code update, attach logs, and send Jean a calm summary asking for a follow-up.
- **N-C2c.3** - Ask Max to calm down and continue only if respectful ground rules are followed.

## Choice 3 (PAGE 3N)

## Chosen Choice: **N-C2a.1** - Send Jean a comprehensive email describing the incident in detail.

### Text:

- You send Jean a clear email with timeline, logs, and witnesses, explaining how Max's outburst affected you and the demo. You ask for next steps and a facilitated meeting. Jean replies and books a 15-minute check-in for tomorrow.

## Choice

- **N-C3a.1** - Get ready for the meeting: organize evidence, suggest basic ground rules (no interruptions, stick to facts), and ask for an HR rep to join.
- **N-C3b.1** - Forward the email thread to the team with strong language to publicly pressure Max.

**Chosen Choice:** **N-C2b.1** - Walk into Jeans office unannounced and demand Max be reprimanded for his actions

## Text:

- You show up unannounced and push Jean to punish Max immediately. Jean looks annoyed, says this isn't the right forum, and tells you to follow the process. Jean ends the drop-in, asks for a written summary, and schedules a short meeting for tomorrow.

## Choice

- **N-C3a.2** - Send a calm follow-up email, attach logs and witness notes, and ask for a facilitated meeting.
- **N-C3b.2** - Raise your voice in the hallway, accuse Jean of protecting Max, and add execs on a heated message.
- **N-C3c.2** - Apologize for the drop-in, confirm tomorrow's meeting, and ask for clear boundaries in the meantime.

**Chosen Choice:** **N-C2c.1** - Schedule a meeting with Jean and Max to discuss the situation with all parties present.

## Text:

- You suggest a short meeting with a clear agenda (what happened, impact, next steps), send a calendar invite, attach logs, and ask for a respectful tone. Jean accepts, Max agrees, and a 30-minute meeting is set for tomorrow.

## Choice

- **N-C3a.3** - Plan a tough confrontation, bring printed evidence, and demand an immediate apology.
- **N-C3b.3** - Ask Jean to lead, include a neutral note-taker, and construct a speaking order
- **N-C3c.3** - Ask for safety measures, invite HR or a trusted colleague to observe, and request written assurance of no retaliation.

**Chosen Choice:** **N-C2a.2** - Decide you have had enough of Max's behaviour and call him out in front of the entire team.

**Text:**

- You call out Max's behavior in the team meeting and ask for basic respect. Tensions rise, then silence. Jean stops the meeting and says the discussion should continue offline, reminding everyone to follow the process.

**Choice**

- **N-C3a.4** - Recognize the tension, ask Jean to lead a short debrief with ground rules (no interruptions, stick to facts), and shift the discussion there.
- **N-C3b.4** - Post a heated message in the team channel tagging leadership, listing past incidents, and demanding an immediate decision.

**Chosen Choice:** **N-C2b.2** - Urgently get in contact with Jean to discuss Max's effect on the team.

**Text:**

- You message Jean urgently with recent incidents, their team impact, and why delay could worsen things. You include 2–3 examples and ask for a quick meeting today. Jean replies, agrees it is urgent, and offers a meeting for tomorrow, asking for brief bullet points in advance.

**Choice**

- **N-C3a.5** - Send a short one-page with timeline, quotes, and witnesses, and ask for clear boundaries until the meeting.
- **N-C3b.5** - Ask Jean to begin a documented respectful conduct review and temporarily reassign you from Max's projects. Offer your evidence to support the request.
- **N-C3c.5** - Send a heated reply accusing Jean of stalling. Demand immediate discipline before the meeting.

**Chosen Choice:** **N-C2c.2** - Start documenting each incident (dates, quotes, witnesses) and seek confidential advice from HR on next steps.

**Text:**

- You start a private log (time, place, exact words, witnesses) and meet with HR off the record to ask about options and protections. You share a few entries and ask how to move forward safely. HR acknowledges the pattern, explains the anti-retaliation policy, and invites you to submit a written summary to explore next steps.

**Choice**

- **N-C3a.6** - Share a concise incident summary with HR and request a facilitated meeting that includes Jean.

- **N-C3b.6** - Request interim safeguards during HR's review, no one on ones with Max and feedback only in tracked channels. CC Jean on the message.
- **N-C3c.6** - Share a summary of your HR consult in the team channel to "alert others."

**Chosen Choice:** **N-C2a.3**- Snap back at Max and call out his behavior, trade insults, and threaten to escalate before leaving.

### Text:

- You respond aggressively and the exchange gets loud and personal. Max accuses you of being unprofessional. You leave, visibly shaken. Jean is looped in and asks both of you to stop direct contact, submit written summaries, and wait for next steps.

### Choice

- **N-C3a.7** - Send a calm recap that acknowledges your tone, includes supporting evidence, and requests a mediated meeting with clear ground rules for respectful conduct.
- **N-C3b.7** - Share the argument in the team channel, tag leadership, and ask coworkers to support you.
- **N-C3c.7** - File a respectful conduct complaint with HR, include screenshots/witnesses, and ask for interim boundaries.

**Chosen Choice:** **N-C2b.3** - Get details and email Jean, ask Max for what failed in the code update, attach logs, and send Jean a calm summary asking for a follow-up.

### Text:

- You ask Max what exactly failed. He replies briefly with the module and test. You send your logs and a short summary to Jean, asking for a quick follow-up. Jean replies, sets a 20-minute meeting for tomorrow, asks you to bring evidence.

### Choice

- **N-C3a.8** - Prepare a one page document with timelines, quotes, and screenshots. Suggest clear ground rules for the meeting and ask for an HR observer to attend.
- **N-C3b.8** - CC the rest of the team on the thread and add firm remarks to push for action before the meeting.

**Chosen Choice:** **N-C2c.3** - Ask Max to calm down and continue only if respectful ground rules are followed.

**Text:**

- You pause the conversation, call out the behavior, and set basic rules: no insults, stick to facts, speak one at a time. You ask Max if he's willing to continue under those terms. He refuses.

**Choice**

- **N-C3a.9** - End the meeting, document what happened, and email Jean a recap requesting a mediated session and interim boundaries.
- **N-C3b.9** - Keep arguing, demand an immediate apology, then share parts of the exchange in the team chat to get attention.

**Choice 4 (PAGE 4N)**

**Chosen Choice:** **N-C3a.1** - Get ready for the meeting: organize evidence, suggest basic ground rules (no interruptions, stick to facts), and ask for an HR rep to join.

**Text:**

- You put together a document with timeline, logs, and witness notes. You suggest basic ground rules and ask for HR to join for fairness. Jean agrees to the agenda and invites HR to tomorrow's meeting.

**Choice**

- **N-C4a.1** - Present your document calmly. HR confirms your concerns are valid. **(OUTCOME 3)**
- **N-C4b.1** - Ask HR to open a formal misconduct case and recommend termination based on the documented pattern of behavior. **(OUTCOME 1)**
- **N-C4c.1** - Disregard the agenda by interrupting, making personal accusations, and sharing private logs without consent. **(OUTCOME 5)**

**Chosen Choice:** **N-C3b.1** - Forward the email thread to the team with strong language to publicly pressure Max.

**Text:**

- You send the thread to the whole team and call out Max's behavior. Jean steps in, says the thread breaks process and confidentiality, and tells everyone to move the conversation to a formal channel.

## Choice

- **N-C4a.2** - Send a brief apology on the thread and forward your evidence privately to HR with a request for a structured meeting. **(OUTCOME 3)**
- **N-C4b.2** - Go public with more details, identify witnesses, and CC external partners to pressure immediate action. **(OUTCOME 5)**

**Chosen Choice:** **N-C3a.2** - Send a calm follow-up email, attach logs and witness notes, and ask for a facilitated meeting.

### Text:

- You send Jean a recap with evidence and ask for a neutral, guided discussion. Jean agrees, brings in HR, and sets temporary boundaries before tomorrow's meeting. After the meeting, HR ruled that Max was only "coaching" and interim boundaries were lifted.

## Choice

- **N-C4a.3** - File a formal appeal with support from other colleagues. **(OUTCOME 1)**
- **N-C4c.3** - Accept the decision without challenging it. **(OUTCOME 2)**

**Chosen Choice:** **N-C3b.2** - Raise your voice in the hallway, accuse Jean of protecting Max, and add execs on a heated message.

### Text:

- You confront Jean loudly and send a message to executives. Jean stops the exchange, flags a professionalism issue, and asks that all further discussion go through formal channels. HR is looped in.

## Choice

- **N-C4a.4** - Send an apology and retract the message. Remove additional recipients from the thread. Submit a formal misconduct report to HR with evidence, asking for a case review and disciplinary action for Max. **(OUTCOME 1)**
- **N-C4b.4** - Privately gather statements from teammates about favoritism or retaliation. Submit a group complaint to HR about Jean's conduct and request an independent review of the situation. **(OUTCOME 4)**
- **N-C4c.4** - Keep escalating publicly despite HR's direction to stop. **(OUTCOME 5)**

**Chosen Choice:** **N-C3c.2** - Apologize for the drop-in, confirm tomorrow's meeting, and ask for clear boundaries in the meantime.

### Text:

- You apologize for arriving without notice, confirm the meeting for tomorrow, and ask for temporary boundaries. Jean agrees, adds HR to the invite, and confirms the meeting plan.

## Choice

- **N-C4a.5** - Ask for a written warning, loss of lead duties, coaching, and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.5** - File a formal HR complaint before the meeting with your evidence and recommend termination based on the pattern. **(OUTCOME 1)**
- **N-C4c.5** - Message Max and share chats in the team channel to push for action. **(OUTCOME 5)**

**Chosen Choice:** **N-C3a.3** - Plan a tough confrontation, bring printed evidence, and demand an immediate apology.

## Text:

- You show up with printed evidence and demand an immediate apology. Max pushes back, and the tone escalates. Jean ends the meeting and shifts it to a formal HR-led session with clear rules.

## Choice

- **N-C4a.6** - Join the HR-led session and share your evidence professionally. Ask for a written warning and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.6** - Ask for an independent external mediator and send a written impact statement before the session.
- **N-C4c.6** - Refuse the HR session, drop the formal process, and return to work without follow-up. **(OUTCOME 2)**

**Chosen Choice:** **N-C3b.3** - Ask Jean to lead, include a neutral note-taker, and construct a speaking order.

## Text:

- You ask Jean to lead the meeting, assign a neutral note-taker, and set a clear speaking order. Jean agrees and confirms a timed agenda with written notes to be shared after.

## Choice

- **N-C4a.7** - Follow the plan: present facts under the speaking order and request a written warning, loss of lead duties, coaching, and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.7** - Ask HR to convert the session into a formal misconduct case based on your evidence and the meeting notes. **(OUTCOME 1)**
- **N-C4c.7** - Break the order, interrupt repeatedly, and repost draft notes in the team channel. **(OUTCOME 5)**

**Chosen Choice:** **N-C3c.3** - Ask for safety measures, invite HR or a trusted colleague to observe, and request written assurance of no retaliation.

**Text:**

- You ask for an observer, set ground rules, no insults, stick to facts and request written assurance against retaliation. Jean agrees, adds HR as the observer, and confirms the assurance in writing.

**Choice**

- **N-C4a.8** - Attend the meeting with HR present, stick to the agenda, and ask for a written warning and removal of Max's lead role. **(OUTCOME 3)**
- **N-C4b.8** - Attend the meeting with HR present, follow the agenda, and then submit a formal complaint to HR requesting Max's termination. **(OUTCOME 1)**

**Chosen Choice:** **N-C3a.4** - Recognize the tension, ask Jean to lead a short debrief with ground rules (no interruptions, stick to facts), and shift the discussion there.

**Text:**

- You pause the meeting and ask Jean to lead a short debrief with clear rules, focused on what happened and next steps. Jean agrees and sets a 20-minute session with ground rules and shared notes.

**Choice**

- **N-C4a.9** - Disrupt the debrief by breaking agreed rules, repeatedly interrupting, and sharing draft notes and screenshots in the team channel. **(OUTCOME 5)**
- **N-C4b.9** - Use the debrief to set clear corrective actions.
- **N-C4c.9** - Use the debrief notes and witness statements to request a formal HR misconduct case and recommend termination. **(OUTCOME 1)**

**Chosen Choice:** **N-C3b.4** - Post a heated message in the team channel tagging leadership, listing past incidents, and demanding an immediate decision.

**Text:**

- You post a lengthy, heated message detailing past incidents and tag leadership to prompt immediate action. The channel floods with reactions. Jean locks the thread and directs everyone to continue the discussion through formal channels, HR is informed.

**Choice**

- **N-C4a.10** - Retract the post, apologize for tone, and file a formal report to HR with your evidence and a request for an independent review. **(OUTCOME 1)**
- **N-C4b.10** - Collect confidential teammate statements about leadership's handling and submit a group complaint through HR. **(OUTCOME 4)**
- **N-C4c.10** - Keep escalating publicly, add more posts, name witnesses, and share private logs to pressure leadership. **(OUTCOME 5)**



**Chosen Choice:** **N-C3a.5** - Send a short one-page with timeline, quotes, and witnesses, and ask for clear boundaries until the meeting.

**Text:**

- You share a brief summary with timeline, key quotes, and witness names, and request temporary boundaries such as no private meetings and feedback only through tracked channels. Jean agrees and confirms the meeting for tomorrow.

**Choice**

- **N-C4a.11** - Stick to the agreed boundaries and submit a formal HR complaint with your summary attached. Request an independent review of the situation. **(OUTCOME 1)**
- **N-C4b.11** - DM Max and post chat snippets in the team channel to force quick action.

**Chosen Choice:** **N-C3b.5** - Ask Jean to begin a documented respectful conduct review and temporarily reassign you from Max's projects. Offer your evidence to support the request.

**Text:**

- You request a formal, documented review and ask to be reassigned from Max-led work during the process. You provide logs, dates, and witness names to support your case. Jean agrees to initiate the review, confirms your temporary reassignment, and asks you to submit your materials to HR.

**Choice**

- **N-C4a.12** - Send a complete report to HR and request disciplinary action, including possible termination, based on the pattern. **(OUTCOME 1)**
- **N-C4b.12** - Create a private channel to "coordinate stories", share selected evidence, and mention colleagues without their consent.

**Chosen Choice:** **N-C3c.5** - Send a heated reply accusing Jean of stalling. Demand immediate discipline before the meeting.

**Text:**

- You send a strongly worded message demanding immediate disciplinary action, CC'ing several colleagues. The tone sparks concern. Jean steps in to stop the thread, reminds everyone to follow formal processes, and brings in HR to assess the communication.

**Choice**

- **N-C4a.13** - Send a short apology and retraction, then submit a formal report to HR with supporting evidence and request a structured review of the situation. **(OUTCOME 3)**
- **N-C4b.13** - Continue escalating in public channels, CCing senior leaders, disclosing private logs, and openly disputing HR's authority within the thread. **(OUTCOME 5)**

- **N-C4c.13** - Gather confidential statements regarding how the situation was handled, then submit a collective complaint to HR requesting an independent review.

**Chosen Choice:** **N-C3a.6** - Share a concise incident summary with HR and request a facilitated meeting that includes Jean.

**Text:**

- You submit a concise, factual summary to HR including a timeline, key quotes, and witness names and request a neutral, facilitated session with Jean present. HR agrees, schedules the meeting, and provides written confirmation of anti-retaliation protections.

**Choice**

- **N-C4a.14** - Stick to the agenda and request a written warning, removal from lead duties for a period, coaching, and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.14** - Secretly record the meeting and share clips with coworkers to try to prove your point. **(OUTCOME 5)**

**Chosen Choice:** **N-C3b.6** - Request interim safeguards during HR's review, no one on ones with Max and feedback only in tracked channels. CC Jean on the message.

**Text:**

- You request temporary boundaries to ensure safe working conditions during HR's review. HR approves the safeguards and confirms them in writing; Jean acknowledges and agrees to enforce them.

**Choice**

- **N-C4a.15** - Follow the safeguards, keep logging incidents, and file a formal complaint with HR. **(OUTCOME 1)**
- **N-C4b.15** - DM Max to argue, then post parts of the chat in the team channel to push for action. **(OUTCOME 5)**

**Chosen Choice:** **N-C3c.6** - Share a summary of your HR consult in the team channel to "alert others."

**Text:**

- You share a summary of your HR conversation including process details in the public team channel. The post surprises colleagues. HR reminds the team that investigations are confidential. Jean and HR flag the breach, ask you to delete the message, and instruct you to use formal channels moving forward.

**Choice**

- **N-C4a.16** - Retract the post, apologize for the breach, and resubmit your materials privately to HR with a request for a structured case review. **(OUTCOME 3)**

- **N-C4b.16** - Refuse to remove the post, add screenshots and names, and accuse HR of bias. **(OUTCOME 5)**

**Chosen Choice:** **N-C3a.7** - Send a calm recap that acknowledges your tone, includes supporting evidence, and requests a mediated meeting with clear ground rules for respectful conduct.

### Text:

- You submit a balanced summary with attached logs and witness notes, requesting a mediated session with clear ground rules, no interruptions and a focus on facts. Jean agrees, HR joins the process, and a mediated meeting is scheduled. HR confirms anti-retaliation protections in writing.

### Choice

- **N-C4a.17** - Follow the ground rules and request a written warning, removal from lead duties for a period, coaching, and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.17** - Ask HR to turn the mediation into a formal misconduct case, using your notes and witness list. **(OUTCOME 1)**
- **N-C4c.17** - Share parts of your prep materials in the team channel to pressure leadership ahead of the meeting. **(OUTCOME 5)**

**Chosen Choice:** **N-C3b.7** - Share the argument in the team channel, tag leadership, and ask coworkers to support you.

### Text:

- You post about the dispute in the team channel, tagging leadership and encouraging coworkers to show public support. Jean locks the thread and redirects everyone to formal channels. HR raises concerns about confidentiality and professionalism.

### Choice

- **N-C4a.18** - Take down the post, apologize for sharing it in the team channel, and submit a formal complaint to HR with evidence and witness names. Request an independent review of the situation. **(OUTCOME 1)**
- **N-C4b.18** - Continue building public support by sharing direct messages and logs, while urging coworkers to take sides in the team channel. **(OUTCOME 5)**

**Chosen Choice:** **N-C3c.7** - File a respectful conduct complaint with HR, include screenshots/witnesses, and ask for interim boundaries.

### Text:

- You file a documented complaint with a timeline, screenshots, and witness names, and ask for temporary measures such as no one-on-one meetings and having all feedback shared in tracked channels. HR opens a formal case, confirms anti-retaliation protections and the interim steps, and begins scheduling interviews.

## Choice

- **N-C4a.19** - Give a detailed statement and ask HR to give Max a written warning, remove him from lead duties for a while, and provide coaching and follow-up. **(OUTCOME 3)**
- **N-C4b.19** - Ask HR to escalate the case to a formal misconduct hearing and recommend termination based on the documented evidence. **(OUTCOME 1)**

**Chosen Choice:** **N-C3a.8** - Prepare a one page document with timelines, quotes, and screenshots. Suggest clear ground rules for the meeting and ask for an HR observer to attend.

- You put together a clear document with a timeline, key quotes, and screenshots. You suggest basic rules, no interruptions and stay focused on facts and ask HR to attend as an observer. Jean agrees to the format, HR confirms they'll join, and the meeting agenda is finalized.

## Choice

- **N-C4a.20** - Present your materials, and ask for a written warning, removal from lead duties, coaching, and monitoring for Max. **(OUTCOME 3)**
- **N-C4b.20** - Request that HR open a formal misconduct case based on your evidence and witness statements, recommending termination. **(OUTCOME 1)**
- **N-C4c.20** - Share your document with the rest of the team to build pressure on leadership ahead of the meeting. **(OUTCOME 5)**

**Chosen Choice:** **N-C3b.8** - CC the rest of the team on the thread and add firm remarks to push for action before the meeting.

## Text:

- You add more people to the email thread and use strong language to push for faster action. Jean freezes the thread and tells everyone to use formal channels. HR is looped in.

## Choice

- **N-C4a.21** - Withdraw the mass email, acknowledge the mistake in how it was shared, and submit a formal report to HR with supporting evidence. Request an independent review to ensure fairness and transparency. **(OUTCOME 1)**
- **N-C4b.21** - Continue escalating publicly by naming witnesses and sharing private messages to increase pressure on leadership. **(OUTCOME 5)**

**Chosen Choice:** N-C3a.9 - End the meeting, document what happened, and email Jean a recap requesting a mediated session and interim boundaries.

**Text:**

- You stop the back-and-forth, write a clear summary of what happened, and ask Jean for mediation with basic rules and temporary steps. Jean agrees, HR joins, and the interim steps are confirmed in writing.

**Choice**

- N-C4a.22 - Attend the mediation, follow the ground rules, and request a written warning, removal from lead duties for a period, coaching, and monitoring for Max. (OUTCOME 3)
- N-C4b.22 - DM Max to challenge him directly and share private messages in the team channel to push for action. (OUTCOME 5)
- N-C4c.22 - Prepare a resignation letter to use if the mediation doesn't provide your desired results.

**Chosen Choice:** N-C3b.9 - Keep arguing, demand an immediate apology, then share parts of the exchange in the team chat to get attention.

**Text:**

- You push for an immediate apology and share private messages in the team channel. Jean shuts down the thread and redirects everyone to formal channels. HR is looped in due to concerns about professionalism.

**Choice**

- N-C4a.23 - Take down the post, apologize for sharing it, and submit a documented complaint with supporting evidence to HR, requesting that they open a formal case. (OUTCOME 1)
- N-C4b.23 - Stop public posts, collect private statements, and file a group complaint about how the situation was handled. (OUTCOME 4)

## Choice 5 (PAGE 5N)

**Chosen Choice:** N-C4b.6 - Ask for an independent external mediator and send a written impact statement before the session.

**Text:**

- You ask for a neutral mediator and share a short impact statement outlining what happened, how it affected work, and what guidelines you'd like in place. An external

mediator is approved, and a structured session is set up with clear rules and note-taking.

## Choice

- **N-C5a.1** - Walk through your evidence and request a formal misconduct finding and termination. **(OUTCOME 1)**
- **N-C5b.1** - Recommend a structured remediation plan that includes: a written warning, temporary removal from lead responsibilities, and monitored performance metrics to track progress. **(OUTCOME 3)**

**Chosen Choice:** **N-C4b.9** - Use the debrief to set clear corrective actions.

## Text:

- You help outline a clear action plan: a written warning, temporary removal from lead duties, coaching support, and monthly HR check-ins. Jean formalizes the plan and sends it to HR for implementation and oversight.

## Choice

- **N-C5a.2** - Submit the debrief notes plus prior incidents to HR as a formal misconduct case and recommend termination. **(OUTCOME 1)**
- **N-C5b.2** - Accept a watered-down version of the plan and stop pressing the issue. **(OUTCOME 2)**

**Chosen Choice:** **N-C4b.11** - DM Max and post chat snippets in the team channel to force quick action.

## Text:

- You message Max privately, then share portions of the exchange in the team channel. Max responds publicly, challenging your claims with his own screenshots. Jean sides with Max, labeling your posts as unprofessional and cautioning you about proper process.

## Choice

- **N-C5a.3** - File a formal appeal to HR requesting an independent review, submit the full record (your posts, Max's snapback, context), and ask that Jean be recused from handling. **(OUTCOME 4)**
- **N-C5b.3** - Accept Jean's decision, stop pursuing the channel dispute. **(OUTCOME 2)**

**Chosen Choice:** **N-C4b.12** - Create a private channel to “coordinate stories”, share selected evidence, and mention colleagues without their consent.

**Text:**

- You create a side channel, share parts of the evidence, and mention coworkers without confirming consent. Word spreads, and screenshots reach HR. HR identifies a breach of confidentiality, shuts down the channel, and initiates a conduct review of your actions.

**Choice**

- **N-C5a.4** - Shut down the channel, submit the full record through HR’s process, and request a proper independent review. **(OUTCOME 1)**
- **N-C5b.4** - Move the chat off-platform, recruit more coworkers, and keep sharing private materials. **(OUTCOME 5)**

**Chosen Choice:** **N-C4c.13** - Gather confidential statements regarding how the situation was handled, then submit a collective complaint to HR requesting an independent review.

**Text:**

- You gather signed confidential statements about how the situation was handled and submit a group complaint requesting an independent review. HR acknowledges the complaint, launches the review and removes Jean from any related decision-making.

**Choice**

- **N-C5a.5** - Fully cooperate with the independent review, provide timelines and supporting details about process issues, and request corrective action regarding how management handled the situation. **(OUTCOME 4)**
- **N-C5b.5** - Leak portions of the group complaint during the review, name colleagues publicly, and pressure HR. **(OUTCOME 5)**

**Chosen Choice:** **N-C4c.22** - Prepare a resignation letter to use if the mediation doesn’t provide your desired results.

**Text:**

- You draft a professional resignation letter in case the mediation fails to deliver real change. The mediation concludes with a minimal “coaching-only” plan and no concrete role changes for Max.

## Choice

- **N-C5a.6** - File a formal appeal, share your evidence, and ask for an independent review with Jean removed from the process. **(OUTCOME 3)**
- **N-C5b.6** - Submit your resignation privately to HR and Jean. **(OUTCOME 2)**



# GENERAL ENDINGS/OUTCOMES

**Outcome 1 – Max is Terminated:** A formal escalation or investigation results in Max being removed from the organization

**Outcome 2 – Diane Quits After Inaction:** No meaningful action is taken. Max's behavior continues. Diane reaches her limit and resigns.

**Outcome 3 – Max Keeps His Job but Faces Consequences:** Max remains employed but receives a formal warning, monitoring, or loss of authority. Policies are reinforced, and Diane feels somewhat supported.

**Outcome 4 – Jean Faces Consequences:** Jean is removed from leadership, reassigned, or formally reprimanded based on group complaints.

**Outcome 5 – Diane Faces Consequences:** Following review, Diane receives a formal warning and is placed on a monitored improvement plan for policy breaches (e.g., public callouts/confidentiality issues), with temporary loss of visibility or reassignment; continued employment depends on meeting set conditions.