

Business Integrity Training

Scenarios for team discussions 2020

Scenario 1b - Doing it for the 'likes'

Introduction

Most people have good intentions. But sometimes, even when we mean well, we make the wrong choices.

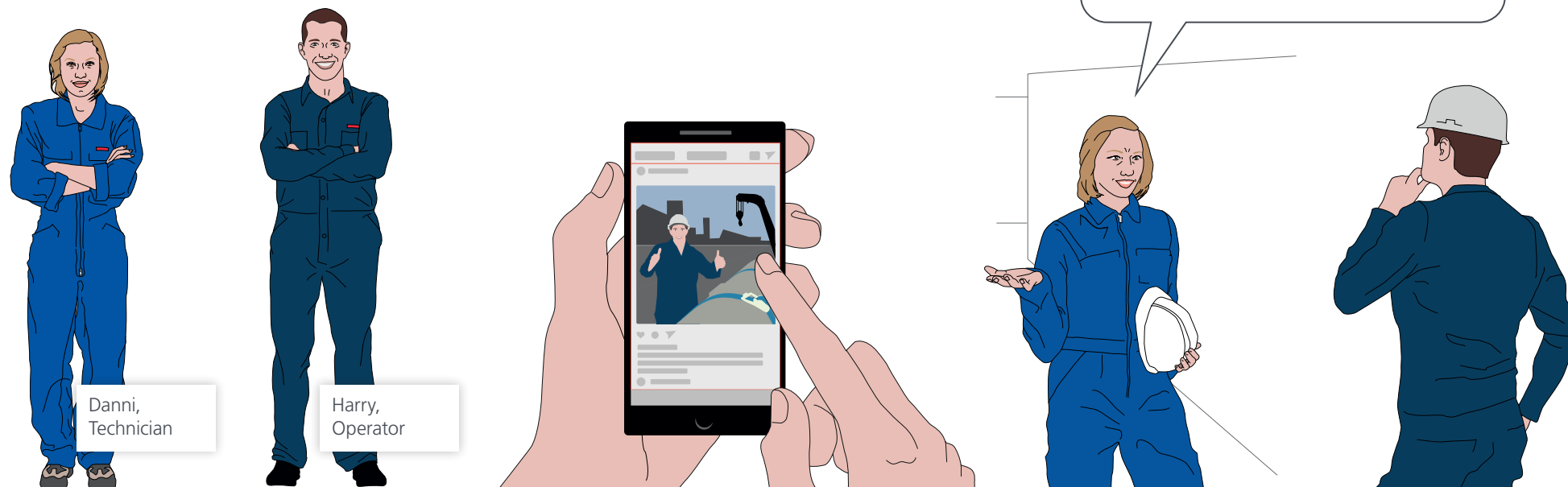
Read this scenario and think about the questions, and about what you would do if this happened in your team, then discuss the scenario with your colleagues.

Part 1

Danni and Harry are proud of the work they have done on an important product.

One evening, Danni notices an image that Harry has posted on Instagram which leaves her feeling a bit uneasy. The following day at work, she decides to ask Harry about it.

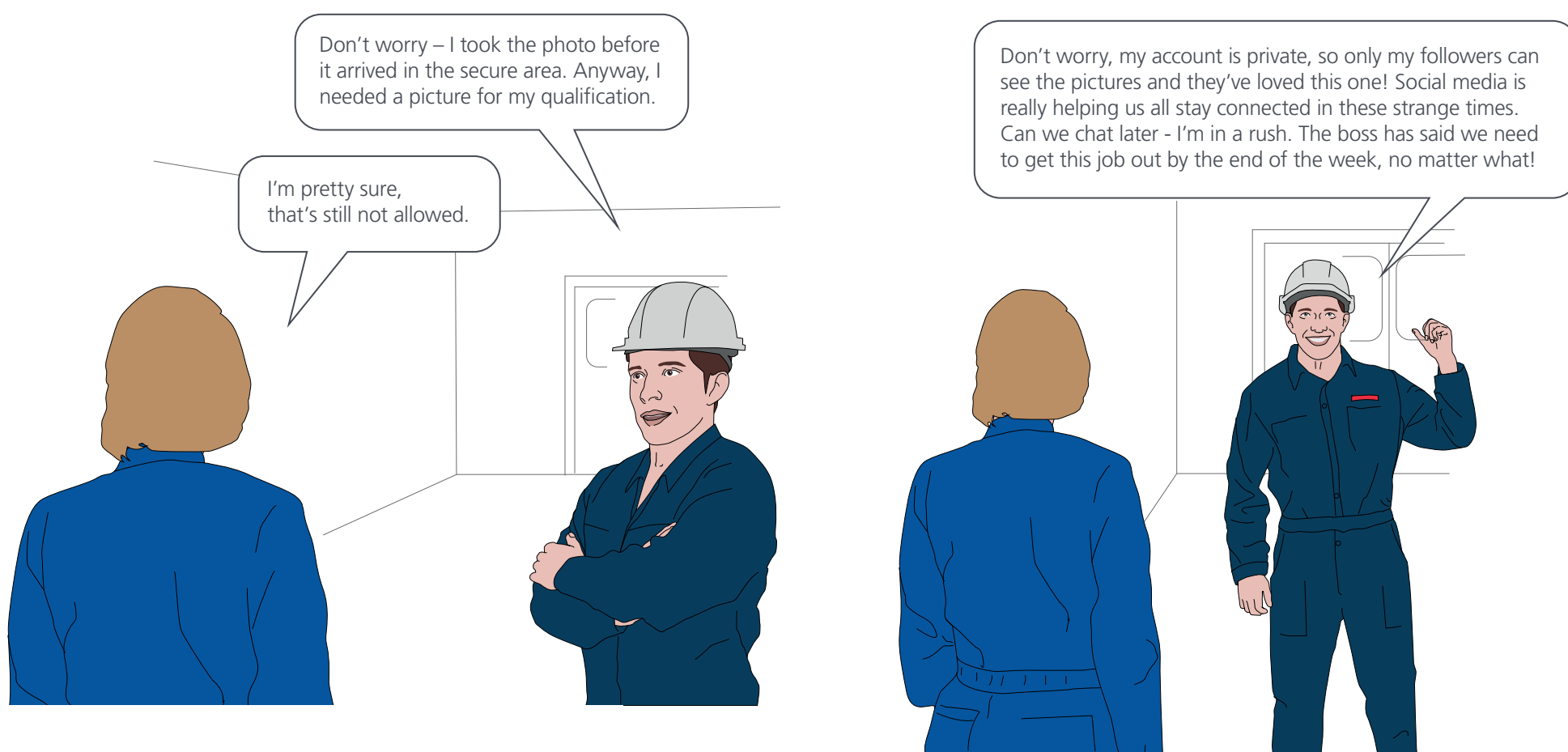
I saw your post last night – I can tell you're proud, I am too, but I don't think we're allowed to take pictures of it.



Don't worry – I took the photo before it arrived in the secure area. Anyway, I needed a picture for my qualification.

I'm pretty sure, that's still not allowed.

Don't worry, my account is private, so only my followers can see the pictures and they've loved this one! Social media is really helping us all stay connected in these strange times. Can we chat later - I'm in a rush. The boss has said we need to get this job out by the end of the week, no matter what!



Part 2

Part 2

Later that evening Danni is still feeling concerned about the image on social media and checks Harry's Instagram account again. The image is still there and now has hundreds of likes and more than fifty comments.

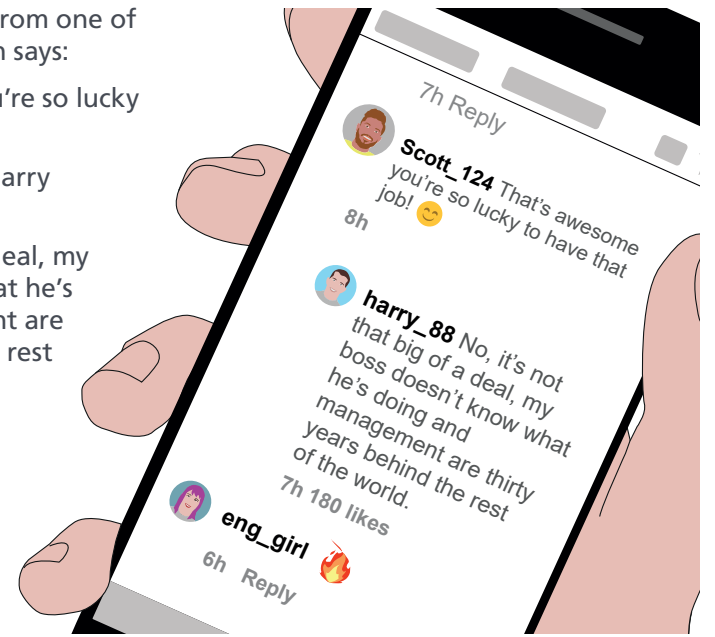


She reads a comment from one of Harry's followers which says:

"That's awesome – you're so lucky to have that job!"

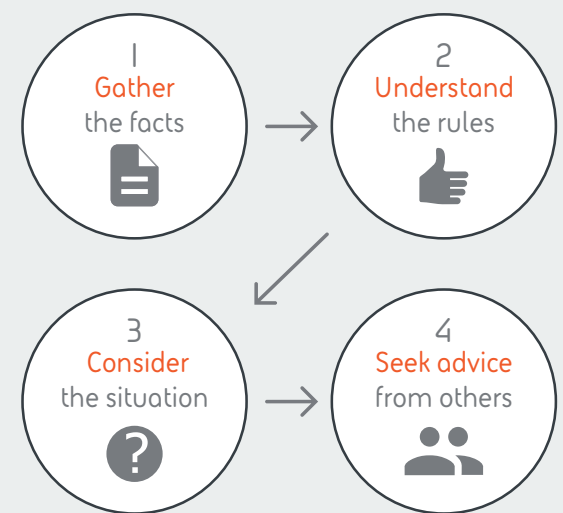
Under the comment, Harry had replied:

"It's not that big of a deal, my boss doesn't know what he's doing and management are thirty years behind the rest of the world."



Questions

- What do you think about Harry and Danni's conversation? Are there any alarm bells that signal something is wrong?
- Is Harry doing anything wrong?
- Is Danni right to be concerned? Why? What should she do?
- What would you do in this scenario?



Ethical red flags

When people make poor choices, they usually create reasons to tell themselves, "It's OK, I can go ahead". We call these justifications 'ethical red flags'. In this scenario, what might Harry have told himself?

Common ethical red flags include:

- "Other people do it."
- "It's not that bad."
- "It's not hurting anyone."
- "I didn't know it wasn't allowed"
- "The rules don't apply now."

When you hear these phrases being used, usually someone is thinking about doing the wrong thing. Do you hear any ethical red flags in the workplace or elsewhere? Would you feel confident to speak up and alert someone if you did?

Key messages

- When we see something that is not right, we need to do something about it. Seek advice, or report it confidentially through the Ethics Helpline.
- Manage our online presence, including social media. Always check with Site Security before taking or posting images or videos. Photography and video recording is prohibited at some locations.
- Treat the people you work with professionally and with respect. Always remember that all social media is potentially public. You may post something innocently, but inadvertently offend someone or bring the Company and/or our employees into disrepute.
- Making derogatory comments online about people you work with could be seen as bullying. Bullying, abusive, humiliating or intimidating behaviour is never acceptable.
- Work should not be rushed. Procedures are in place for many reasons, including safety and quality. Never depart from process without formally reviewing the risks involved.

Further reading

Code of Conduct

- 1.6 Speaking up
- 2.2 Safety and wellbeing
- 2.12 Sharing information
- 3.1 Product Safety

Policies and Guidelines

- IT Acceptable Use Policy
- Social Digital Media Guidelines
- Our Company Behaviours



This scenario's key themes were around Security and Ethics.