

Angela Ralph

Keeping a corporation running smoothly is not an easy task. It doesn't have the intimacy of a Sole Proprietorship, or a Partnership, and there are often many loopholes and opportunities for employees to take advantage of company resources; that's where I come in. It's my job to train new employees on what is expected of them, introduce them to the policies of the company, and ensure that they understand their roles and rights in the business. I am the Gatekeeper of the company; I monitor the ethical behavior of the employees and interfere whenever necessary.

When dealing with difficult situations that may arise, ethical dilemmas can sometime be the result, leaving me with tough decisions. Such as one that was recently presented to me by the CEO: a new employee has been misusing the company's internet resources, violating the Internet Use Policy, (a contract they signed upon completion of my training seminar), and has unknowingly compromised the company's most important documents. Now it is my responsibility to find a suitable repercussion for this violation.

It's my goal to promote ethical behavior and positive decision-making in the company. I want every employee to understand that interdependence is key, and that the whole is not greater than the sum of it's parts. Every employee is a significant stakeholder of the company and everything they do makes a significant change. Their actions affects not only them, but the whole company, just as Fyodor Dostoyevsky once said, "*Everyone is really responsible to all men for everything*".

After careful consideration, critical thinking and consultation with the company's Board of Directors, I have come up with the respectable consequence for violation of the Internet Use Policy. I've decided to create a new Company Code of Ethics, and to revise the current Internet Use Policy. The new Code of Ethics, states the employees purpose, values, and ethical expectations in the company, it also lists the consequences for offenses and ways for employees to redeem themselves after violations. The revised Internet Use Policy includes a detailed description of what is considered as

violation of said policy, something that wasn't included in the previous one.

I've decided that an investment in our employees would be beneficial to the business as a whole, so the company has purchased internet-ready laptops that are disconnected from the company server, which will be located in the break room for entertainment purposes.

Also, bi-weekly meetings where employees can voice their opinions, concerns, and suggestions will benefit the company greatly, as Theodore Roosevelt once said, "*The biggest corporation, like the humblest private citizen, must be held to strict compliance with the will of the people.*"

As for personal corrective action of the employee in consideration, I have decided to become his mentor. I want to fully develop his ethical behavior and I believe that my work with him will do greater good than firing or fining him, after all "*You cannot shake hands with a clenched fist.*" -*Indira Ghandi*