



Practice Ethical Scenario

QUESTIONABLE NON-WORK BEHAVIOR

An insurance provider of about 200 employees has a focus on business ethics. To stay informed of employee concerns, the organization operates a monthly employee culture survey. An anonymous employee commented within the survey that the current Director of Operations is engaged in some questionable non-work activity. The comment alleges the Director is part owner of a bar that has a reputation for gambling and underage drinking. The comment notes the bar has a website that contains “tasteless” photographs. The comments go on to illustrate that the Director gives a “Company discount” to other employees who frequent the bar; and is known to promote the bar while at work.

- What are the major elements of this dilemma that must be addressed?
- What are the potential implications of not addressing these concerns?
- Is there a line that an organization should not cross as it relates to what an employee does outside of work?
- How would we report behavior that we felt was unethical or offered poor representation of the organization?