Power Dynamics and Interactions

• Being in a position of authority inherently changes power dynamics
  • You are hired on as proctor for the class your significant other is taking
  • You receive a promotion and become your best friend’s supervisor
• Being in a position of authority increases the need for ethical behavior and action
  • Your significant other asks you to help them with their code outside of regular office hours
  • You continue to go out to lunch with your best friend despite now being their supervisor
How Should You Ensure Fair Treatment?

• What constitutes fair treatment of employees and customers?
• How can you balance your personal preferences and beliefs with professional interactions?
• If/when is it okay to make an exception for a particular employee or customer?
How Should You Handle Privacy?

• What information about your employees and customers should remain private?
• What is okay to share?
• What must you share?
Disclosure Laws Related to Education

• Family Educational Rights and Privacy Act of 1974 (FERPA)
  • Protects the privacy of student education records
  • Must receive written permission from parents or student to release that student’s education record

• Title IX
  • Prohibits sex discrimination in educational institutions
  • Schools and educators must respond promptly to complaints related to sex discrimination, sexual harassment, or sexual violence

• Really important if you proctor/TA while at UT!
But Laws Aren’t Enough...

• Laws only enforce the bare minimum of good behavior
• Cannot ensure a mutually positive experience, or that everyone conducts themselves with consideration for others
Boundaries and Respect

• Boundaries can be defined as the understanding of “where you end and another person begins”

• Respect others’ needs and wants in terms of:
  • Space
  • Limits
  • Acceptable workplace behavior
  • Autonomy

• Defining rules up front (and following these rules regardless of the individual relationships) creates an environment of trust and respect
Case Study: Amazon and Factory Workers

• 10% of Amazon employees in Ohio are on food stamps
  • How does this relate to business subsidies and tax break incentives?
  • How does this affect Ohio’s economy?

• Amazon patented bracelet with ultrasonic pulses and radio transmissions to track employee hands in relation to inventory bins
  • How would this impact employee productivity?
  • How does this impact employee morale?

• What (if any) ethical obligations should Amazon have toward its factory workers?

Case Study: No-poach Pacts

• In 2013 Intuit, Lucasfilm, and Pixar were ordered to pay $20M for a “no-poach” pact and in 2015 Apple, Google, Intel, and Adobe were ordered to pay $415M for a “no-poach” pact
  • What is a no-poach pact and how does it affect software development?
  • How do no-poach pacts impact an employee’s personal growth and opportunities?
• What (if any) ethical obligations should companies have toward their software developers?

<http://fortune.com/2015/09/03/koh-anti-poach-order/>
References

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