

Ethics Case Study Group 5

Members:

Shashank Burman (A04)

Jitendra Kumar Meena (A15)

Rajendra Kumar (A05)

Dhawal Srivastava (A08)

Souvik Maity (A09)

Ashutosh Pandey (A29)

Mayank Agrawal (A17)

Vivek Ranjan Pandey (A34)

Nitesh (A24)

Brijendra Gautam (A35)

Gist of the case

- You are an **Honest officer**. You have been transferred to a remote district to head a department that is notorious for its **inefficiency** and **indiscipline**. They do not work themselves and disrupt the working of others. You first warned the troublemakers to mend their ways or face disciplinary action. When the warning had little effect you issued **Show cause notice to the ringleaders**. As a retaliatory measure, these troublemakers instigated a women employee amongst them **to file a complaint of sexual harassment** against you with the women commission. The commission promptly seeks your explanation. The matter is also published in the media to embarrass you further.

Listing out the Stakeholders

- The officer
- The Trouble making employees of the dept.
- Woman Employee
- The Government Of India

Ethical issues involved

- Indiscipline
- False accusation of sexual harassment
- Officer's dilemma : Whether to go soft on disciplinary action to save oneself

Option 1

- **Give your explanation to the commission and go soft on the disciplinary action**
- This option pertains to giving explanation to the commission may be adopted as it pertains to a public servant being **accountable** for its actions to higher authorities but going soft on disciplinary action will show a **low esteem** in Officer's action and also shows a weak personality and in future also he may succumb to further pressure from members resulting into negative message among higher superiors and subordinates also. So this will not result into an effective course of action.

Option 2

- **Ignore the commission and proceed firmly with the disciplinary action**
- This option shows the **Dictatorship style** of working and being **Non-accountable** to Commission and higher authorities and results into poor discipline, non-accountable public service. So, officer should present all the evidence and proofs before commission and also show various facts and figures why he should proceed with firm disciplinary action as it is .

Option 3

- **Brief your higher ups, seek directions from them and act accordingly**
- This option seeks advice from higher Authorities by presenting various facts and figures before them which is **most effective way** to solve the problem and also involve the process of taking higher authorities into confidence and also he is being accountable to higher authority in this process. One more thing by taking suggestions he will also be able to use the past experience related to some similar case already investigated by superiors .
- Also, the officer should take help of “**Vishakha Guidelines**”, a set of procedural guidelines for use in India in cases of sexual harassment.

Group recommendation

- Give your explanation to the commission
- Brief your higher ups, seek advice from them
- If possible, proceed firmly with the disciplinary action