

# What would YOU do?

## Ethical Dilemmas and Company Program

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Helping participants understand how ethics applies to the Company Program is an important facet to JA. Every group is different, but some ethical dilemmas can occur in every Company. Helping students understand how to solve an issue is a skill that can be facilitated by engaging in group discussions led by the mentor/supervisor and some cases by the Company Executive.

A reminder that referring to the P.L.U.S model and Test of Disclosure can help the students come to a solution.

**P - Policies and Procedures**

Does this decision align with company policies/ JA policies?

**L – Legal**

Does this decision violate any laws or regulations?

**U – Universal**

Is this decision in line with core values and company culture? How does it relate to our organizational values?

**S – Self**

Does it meet my standards of fairness and honesty?

**Test of Disclosure**

Would all stakeholders in the Company find decisions to be ethically sound?

These discussions could begin a weekly session as needed/or as a built-in component.

*The following situations are drawn from actual JA Companies.*

Ask students, what would you do in the following situations?

1. The marketing department has created a logo that is too close to an existing one online. Flyers and online social media have already been created.
2. It has come to the attention of the group that the cash at the end of the weekly session is not all there.
3. Your company has stated that recycling and using environmentally friendly material is of importance. The marketing department has made this fact known on all its advertising. In an effort to save costs, the production department has bought inexpensive material that is not environmentally friendly.
4. You have been notified that a big order needs to be completed during this week's session. The member in charge of bringing the safety

- goggles and gloves forgets to bring the equipment. The big order will bring a lot of money into the Company. How do you proceed?
5. Your Company has achieved the goal of making 100 candles. Someone in the Company takes one home to try and the candle does not light as the production company did not use proper wick, but just thick string they thought was wick. Someone suggests selling all the candles anyway as the business will be closing in a few weeks.
  6. In an effort to compete against another JA Company making the same product as yours, a team member suggests that you put on the label of your Bath Bomb the claim that a customer will lose weight.
  7. In an effort to be environmentally conscious, your production department decides to make hand-sewn packaging made out of pieces of old pillowcases. It takes a lot of time to measure, cut-out and sew each bag. The customers have responded well to this initiative and sales are going well. In an effort to save time, you find out one of your members has gone home and had their grandmother sew a ton for free. She has not been paid to do so and does not want to receive money.
  8. A local business person/parent has offered to donate money to your business if their business name came be part of your packaging. The money is badly needed but all the shares have been sold already. Someone suggests that no-one needs to know where the money has come from.
  9. In your department, there are complaints about the Company President. The members do not think the President is living up to the expectations of the job. Some of the comments have become very negative online in private social media communications between members. As well, comments about the president are now being made known to people outside the Company. How do you proceed?
  10. One member of the Company has not contributed anything at the last two sessions. You have heard that they are telling people outside of JA that they have only joined the program to put JA on their resume. At the last few weekly sessions, they sit and play on their phones. What should be done?
  11. At a sales event, a competitor approaches you and asks where your company was buying their supplies. As well, the competitor asks how much money your business has made. How do you deal with it?
  12. You have heard that a JA Company in another school has stated they are going to donate 10% of their profit to a charitable organization. You have a friend in the company that tells you that in private sessions they have no intention of doing so.
  13. You have found out that a Company has a mentor who is a teacher at one school in the morning, before driving to your school in the afternoon. The product the Company is making requires expensive shop tools. The teacher has been doing all the necessary wood cutting and bringing it in ready for the weekly sessions.

14. You find out that a fellow employee has sold product to the customer you were going to sell to. Commission is how you get paid and you are very annoyed at the fact the other employee overheard your sales opportunity. How do you deal with this?
  
15. A parent really likes the product your Company has created. In fact, so much so, that they keep asking when the company will be closed. You have heard that the parent has already set up a webpage to continue the sales of the product once the Company closes.