

Overarching Principle:

“To provide our clients with high quality software products, and provide our employees with the opportunity to grow and challenge their skills.”

Law:

Canon: The business shall not use software without abiding by the copyright laws or licensing of the product. The business shall also ensure that clients information is kept private and that the products produced are the property of the client.

Pressure: To deliver products faster than we are capable.

Risk: Violating copyright or licensing laws.

Risk: Disclosing confidential information about a client or their intellectual property to others.

Measure: The business will incorporate into the planning stages of new projects a contract that is signed and reviewed by all parties involved. This will allow the customer to be assured of confidentiality and that the agreed upon software will be delivered as agreed upon. The business will also review all copyright or licensing information before using the software in the project to ensure all laws are adhered to.

Contracts:

Canon: The business will observe the terms of agreement with its customers and part-time workers

Pressure: Non-project related use of the content of customers.

Risk: Violate the terms of contracts by allowing access to the content to unauthorized parties.

Risk: Disclosing part-time worker’s working history to parties to view it without permission of the information provider.

Measure: Every month, we will have a meeting in which the business will discuss the terms of the agreement with the customers and employees. Employees will be encouraged to report to the project leader their concerns regarding the terms of the contract and if the actions of the project team have violated them. Compliance with this canon will be indicated by the absence of concerns reported to the project leader and project coordinators.

Professional Codes:

Canon: Every employee will follow their professional organization’s code of ethics.

Pressure: A customer’s software project’s deadline is fast approaching.

Risk: The programmers might try and cut corners by not fixing bugs they see in the product because they will miss the deadline.

Risk: The programmers may try and plagiarize code from open source projects.

Measure: Every employee will be given a copy of their professional organization’s code of ethics in their employee handbook. We will also have a call line set up so every employee has somewhere confidential to report unprofessional conduct.

Industry Standards:

Canon: According to the Fair Labor Standards Act (FLSA), employees covered by the FLSA must receive overtime pay for hours worked in excess of 40 in a workweek of at least one and one-half times their regular rates of pay.

Pressure: As an online business, 2B Developed needs to be managed 24/7.

Pressure: To maximize profits, we should reduce costs.

Risk: We can save expenses by overworking without additional pay.

Measure: 2B Developed is going to make a time sheet to manage working hours.

Community:

Canon: All 2B Developed Employees must ensure that they avoid harm to the community by living up to its expectations of complete honesty, fair play, a level playing field and always doing what is right.

Pressure: If our company solicits too many contracts at any one given time we may not have the tech resources to meet the demands of the customers, with whom we've already agreed to terms and deadlines. There also may come a time when a series of customer projects will consist of very complicated requirements as well as tight deadlines.

Risk: Under these conditions we may be inclined to resort to unethical methods to enrich our pool of IT talent. We may end up being dishonest to potential IT personnel about our compensations, offering outrages cash pay offs and full time positions, etc.

Risk: In the interest of signing these customers onto our business as well as retaining them we may assign these projects to some of the more experienced and skilled programmers. We then end up alienating the rest of the community that would otherwise benefit from the experience.

Measure: Compliance with this canon will be indicated by lack of complaints from our talent pool on our site blog.

Personal Relationships:

Canon: 2B developed shall maintain clear, truthful communications in a respectful manner for all its employees, customers, stakeholders, and business partners. Additionally, all employees will recognize and respect each other's opinions and work.

Pressure: Interpersonal relationships may become strained and the individuals involved may act in a manner that is not conducive to good business practices.

Risk: Business affiliates in conflict may engage in acts of sabotage as a means of revenge.

Risk: Necessary information between business affiliates may be withheld solely because of personal conflict.

Measure: Wide communications channels within the organization and with the stakeholders is paramount.

Moral Values:

Canon: 2B Developed will not force or expect a member to participate in projects that violate the spiritual, personal and/or ethical values of that individual. In addition, 2B Developed will not accept projects that the members collectively deems immoral or violate personal values.

Pressure: The project requires a member that specializes in J2EE to help develop a web application that optimizes the sales of semi-automatic weapons to consumers.

Risk: This goes against the moral values of a member that is personally against the sales of semi-automatic weapons to consumers.

Pressure: A high profile client wants 2B Developed to design a website that promotes explicit adult content.

Risk: This violates the religious and personal values of members that are Muslim.

Measure: The project leader shall promote and facilitate the sharing of spiritual, personal, and ethical values of all employees by creating an environment of honesty, respect and open communication. In addition, 2B Developed will create a "reject" list of the types of projects that the business collectively deems immoral and violates personal values. Observance of the canon will be measured by the amount of complaints to the project leader about conflicts with moral/personal values and the project. If there are no complaints then 2B Developed is in compliance.