**Discussion Topic 1**

**topic 1 - Old college friend with exaggerated CV**

**What would you do?**

Your old roommate from college was recently let go from his firm during a wave of employee terminations to reduce costs. You two have kept in touch over the six years since school, and he has asked you to help him get a position in the IT organization where you work. You offered to review his résumé, make sure that it gets to the “right person,” and even put in a good word for him. However, as you read the résumé, it is obvious that your friend has greatly exaggerated his accomplishments at his former place of work and even added some IT-related certifications you are sure he never earned. What would you do?

When formulating your answer consider the following steps of the ethical decision-making process (available in tutorials notes)

**1. Develop a problem statement​**

* A clear, concise description of the issue​
* Don’t make assumptions; verify “facts”​

**2. Identify alternatives​**

* Enlist help of others​ to identify several alternative solutions to the problem

**3. Choose an alternative​**

* Defensible and consistent; consider impact on others​
* Weigh various laws, guidelines and principles that may apply.

My Group Answer

**The problem:**

An employee who was fired in a wave of employee layoffs is seeking help from others and wants to get into his company. When looking at resumes, many problems were found, such as exaggerating achievements from previous jobs and even adding some IT-related certifications that were never obtained.

**Our possible actions:**

1. I will meet my friend and clarify the certificates added to this resume first. It will make him aware that he should bring those certificates during the interview as the interviewer may verify those certificates to avoid any fraud. This can make my friend realize that he may stop doing any fraudulent and unethical acts before and after joining any firm. Ethical standards include honestly, loyalty and compassion. It is the duty of every employee or employer, to be honest and loyal to one’s working environment and create awareness among co-workers or friends.

1. Contact my friend’s previous employer and request a verification letter that shows the position my friend was doing in addition to the duties and responsibilities that he was in charge of it.

1. Let him go directly to the company for an interview

**Our chosen action:**

We have decided to speak to the friend about their qualifications, in case they have done these certifications and achievements. By speaking to the friend, we are hoping that they will not ruin future career opportunities and begin with the company on their own merits.