**MMI Sample Response - ETHICAL SITUATION**

(Prompt shown on screen before actor begins)

You see your co-worker carrying work equipment to their personal car. How do you handle the situation?

**STUDENT**

So, I have seen my co-worker loading work equipment into his personal car.

Well, first I understand that now that I have seen this happen, that I have a responsibility to figure out what is going on. I would approach my co-worker and ask **him** about the supplies, while trying to avoid sounding accusatory. I would word my question something like this, “Hello. I noticed that you are loading work equipment into your car. I’m just wondering why.”

Depending on how the co-worker responds to the question I may proceed in a number of different ways. If he were to show me that he is in fact taking the equipment without permission, or say to me that he would rather I not tell anyone, then I would need to give him the option of coming clean, or going to our boss and reporting the stealing myself. I would want to give him the opportunity to turn themselves in (if they were in fact stealing) first, but if they refused to do so, it would be my responsibility to report him. Stealing work equipment can have a negative effect on the work place because the equipment would cost money to be replaced. Also, the missing equipment could have a negative effect on work moral because it would be clear that an employee stole the equipment.

I do understand that there may be consequences if I do report the employee. The employee would no longer trust me and the days at work might be tougher for both of us and might make completing tasks more difficult depending on the involvement of the employee. That’s why I would make sure to have a conversation with the employee about why I have to take the actions that I do, talk about integrity and honesty and the importance of that in the workplace.

If the employee was stealing the equipment I would also have to wonder why. Perhaps he is struggling financially, or needs a large amount of money in a short period of time, and was planning on selling it. If the employee admitted to stealing the equipment I would recognize that there is something below the surface level that is happening. I would want to ask him if there is anything I could do to help him, and perhaps help him come up with an alternate solution to stealing from work.

However, he could respond that he was taking the equipment to be cleaned, repaired, or he was borrowing it and had permission. In this case I would give my co-worker the benefit of the doubt and trust him. I would keep my eye out for any reports of missing equipment and make sure that it was not the equipment I saw being taken from the work place. I may also take the initiative to speak with my supervisor about implementing a sign-out sheet or system, if materials are being taken off site to be cleaned, and confirm with my supervisor the policy on that (to make sure that my colleague wasn’t stealing).