

# The Code Challenge - Answers

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## Situation 3

Should you accept an invitation to lunch during a meeting with an equipment sales representative so you can continue discussions?

### Affect – How will my decision affect others?

Lunch meetings are quite common and many people don't perceive them as affecting anyone. If you do go, you'll want to be sure that the sales representative does not expect to close the deal as a result of buying you an expensive lunch.

### Comfort – What is my level of comfort if others knew of my decision?

If you're concerned that the meeting will leave the wrong impression, you can always pay for your own lunch.

### Test – How does my decision test against the Code of Conduct?

The key to the Code as referenced is not to accept favours, which would be perceived as affecting the business relationship; in other words, taking favours in exchange for receiving favours. If the lunch is business and it is not linked to expectation of favours, then it would test favourably against the code. You will also want to check to see if there are any purchasing policies that restrict lunches during a bidding process.

### Conclusion

The Code does not disallow business lunches per se. Conduct them in a manner that leaves a clear and professional impression.

## Situation 4

Can you contact a few of your suppliers to see if they are hiring any students for the summer, as your son is looking for summer work?

### Affect – How will my decision affect others?

As you have some input in decisions, it would be easy to assume that a supplier might perceive some benefit to giving your son a job. These expectations along with your newly defined relationship with the supplier (as your son's employer) could affect your business relationship, or at least be perceived by others to affect the relationship.

### Comfort – What is my level of comfort if others knew of my decision?

This is the type of situation where perception is as important as reality. If others knew that your son was working for one of the suppliers, they could reasonably conclude that you are benefitting from your relationship with that supplier – and that the supplier is benefitting from his decision to hire your son.

### Test – How does my decision test against the Code of Conduct?

The key to the Code as referenced is that a 'reasonable person' would perceive that this 'favour' for your son would benefit that supplier in his dealings with the company, thus affecting the business relationship with the company.

### Conclusion

ACT leads to the conclusion that this is not an appropriate decision and that contacting suppliers to obtain work for your son is not in accordance with the Code of Conduct. If you feel strongly about doing this, you would be wise to discuss this with your Manager before proceeding.

