

## AP/ADMS 3660 Section F

### Business Ethics and Corporate Social Responsibility

School of Administrative Studies, Faculty of Liberal and Professional Studies

#### COURSE DELIVERY

**This course will be delivered **IN CLASS** at York University**

**Location: HNE 031 Starting : **SEPT. 9<sup>TH</sup>****

Course Director: Avraham Kleiman .

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Virtual Office hours: Mondays 11:00 to 12 noon Scheduled **by appointment only**

#### TECHNICAL REQUIREMENTS

**Please read this. Any incorrect submissions or deadline misses will be counted as a failure with a mark of 0 NO EXCEPTIONS.**

Several platforms will be used in this course (e.g., E-Class, Zoom, etc.) through which students will interact with the course materials, the course director/TA, as well as with one another. The office hours will be conducted via Face Time, Whats App or Zoom.

Please note the following:

- Zoom is hosted on servers in the U.S. This includes recordings done through Zoom.
- If you have privacy concerns about your data, provide only your first name or a nickname when you join a session. Let the instructor know before the session about your use of nickname/first name.
- You will be recorded during zoom sessions. The system is configured in a way that all participants are automatically notified when a session is being recorded.
- You will need access to high speed internet to follow the zoom sessions and to complete your online quizzes.
- Additional resources and some useful links for sstudent computing information, resources and are listed here
  
- [Student FAQs for eClass.](#)
- [Zoom@YorkU Best Practices](#)
- [Zoom@YorkU User Reference Guide](#)
- [Computing for Students Website](#)
- [Student Guide to eLearning at York University](#)

## COURSE DESCRIPTION

This course introduces students to the relevant issues in ethics and social responsibility in business via three pillars: Good management, good company and good citizenship. After completing this course students leave equipped with conceptual tools to identify, think critically about, and resolve ethical issues at the individual, organizational, and societal levels.

## LEARNING OBJECTIVES

- To increase the awareness of the ethical dimension of business and its decision making process across all functions.
- To become familiar with the social standards, values, ethical principles and moral philosophy that provide criteria for decision making.
- The role of business ethics in the Canadian as well as global business environment and to recognize the challenges of business social responsibility.
- To develop critical thinking skills via the application of concepts and theories to business cases.

## COURSE MATERIAL

- **Textbook:** Text – *An Introduction to Business Ethics*, Joseph DesJardins, 7<sup>th</sup> Edition. (2020), New York: McGraw-Hill/Irwin.
- **Supplemental readings and or activities** posted on the course website throughout the semester.
- **PowerPoint** slides.

You are expected to prepare course material as indicated on the E-CLASS website.

## IMPORTANT DATES

Last date to drop course without receiving a grade: **NOVEMBER 8<sup>TH</sup> 2024**

Closures: **NIL**

Reading Week: **OCTOBER 12 - 18**

Course End Date: **DECEMBER 3 2024**

<b>STUDENT ASSESSMENTS</b>
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Assignment	Grade Weight	Due/date
<b>Quizzes are Sunday to Tuesday</b>		
1) Quizzes	<b>30%</b>	Completed on <b>E-CLASS</b> course website.
Quiz 1 (6%)		(covers modules 1-2) <b>SEPT. 22-24</b>
Quiz 2 (6%)		(covers modules 3-4) <b>OCT. 6-8</b>
Quiz 3 (6%)		(Covers modules 5-6) <b>OCT. 20 - 22</b>
Quiz 4 (6%)		(Covers modules 7-8) <b>NOV. 3 - 5</b>
Quiz 5 (6%)		(Covers modules 9-10) <b>NOV. 24-26</b>
2) Short Essays [Op Ed]	<b>30%</b>	Submit final OP-ED online via <b>E-CLASS</b> course website.
Assignment 1 (15%)		Module 5 <b>Sunday OCT. 6</b>
Assignment 2 (15%)		Modules 8 <b>Sunday OCT. 27</b>
3) Final Group Case	<b>40%</b>	Submit online via Turnitin course website.
Topic due Module 5,		<b>FRIDAY OCT. 11</b>
Project due Module 12,		<b>FRIDAY NOV. 29 (Noon)</b>
Peer Assessment due Module 12,		<b>FRIDAY NOV. 29 (Noon)</b>
<b>TOTAL</b>	<b>100%</b>	

**CONSOLIDATED Assessment Schedule**

Marks	Assessment Activity.	Assessment Dates
6	Quiz 1	<b>SEPT. 22-24</b> Closes Mid Nite
6	Quiz 2	<b>OCT. 6-8</b> Closes Mid Nite
15	Op Ed Discussion 1	<b>OCT. 6</b> Closes Mid Nite
6	Quiz 3	<b>OCT.20 - 22</b> Closes Mid Nite
15	Op Ed Discussion 2	<b>OCT. 27</b> Closes Mid Nite
6	Quiz 4	<b>NOV. 3 - 5</b> Closes Mid Nite
6	Quiz 5	<b>NOV. 24- 26</b> Closes Mid Nite
40	Final Group Case	<b>NOV. 29</b> Closes <b>Noon</b>
[20]	Peer Evaluation	<b>NOV. 29</b> Closes <b>Noon</b>

**Student conduct**

Students, course instructors and staff have a joint responsibility to create and maintain a welcoming and inclusive learning environment. All students are expected to conduct themselves in accordance with the [Code of Student Rights and Responsibilities](#). Whether online or in-person, students and course instructors are expected to cultivate and sustain a professional relationship characterized by mutual respect and courtesy. In all classrooms, any [disruptive and/or harassing behaviour](#) will not be tolerated. To ensure that you adhere to the rules of the virtual classroom, please review what counts as proper 'netiquette' (the basic rules for communicating with others in online spaces) by consulting the [student guide to e-learning](#).

**If you experience an inappropriate online incident that makes you feel unsafe or uncomfortable, please contact your course instructor immediately.**

### 1) Quizzes (30%): Individual open book timed quizzes

You are expected to complete each quiz individually in e-class. Multiple choice quizzes draw from **class discussions** and **other course material**. See the course schedule for quiz times and dates. Quiz material will come from **lectures, assigned readings, our textbook and are open book**. Quizzes will be conducted on eclass. Quizzes are open for **72** hours and once opened you have 2 minutes per question to complete each question in sequential order. In the event you miss a quiz you must provide proof of technical difficulties. The instructor will also seek information technology proof that student was online and experiencing difficulties. If no proof is available, the grade will be zero as the student has had the opportunity to complete the quiz within **72** hours.

### 2) Individual Op Ed Short Essay Assignments (30%): 2 Individual open book assignments (15% each)

The short essay assignments of 300 and 500 words each will be open-book, written assignments that cover the discussion forum questions. Detailed instructions of how to complete and submit the assignments are included in the corresponding module. Late assignments will receive a grade of zero.

### 3) Case Analysis Assignment (40%): Group Project

This grade component is made up of:

- Group assignment (40%)
- Peer assessment (possible 20% deduction)

The case analysis assignment will cover all of the material in the course. Instructions will be provided on how to submit the assignment. Late assignments and late peer assessments will be subject to a grade deduction of 5% per late day submission.

This assignment will be completed in groups and the final assignment mark has two components: Final paper assignment mark worth 80% of total assignment grade and peer assessment mark worth 20% of total assignment grade. The maximum mark for your total mark is fixed at the assignment grade as marked by the instructor. The peer assessment score confirms or reduces the overall assignment grade depending on the student performance in the group as graded by the group. This mark distribution penalizes those students who receive less than 8/10 on their combined peer assessments score. (See *Final Assignment Grade Example: 80% Assignment Grade and Range of Peer Assessment Grades* below.)

#### Final Assignment Grade Example: 80% Assignment Grade and Range of Peer Assessment Grades

For example your final assignment score is 80%, depending on your peer evaluation you will receive the following grade:

<b>Case Grade</b>	<b>Peer Grade</b>	<b>Final Grade</b>
80%	20/20	80%
80%	10/20	70%
80%	0/20	60%

## GOOD MANAGEMENT: ETHICS AND RESPONSIBILITY

### Module 1: Navigating a VUCA World

#### MONDAY. SEPT. 9

##### Topics:

- Getting ready for a VUCA World
- Introduction for business ethics & the need for responsible/ visionary/ethical leadership
- **EClass website onboarding:** Familiarize yourself with the course & complete pledge (30 min)
- **Read:** DesJardins (2020). Chapter 1 (60 min)
- **Read:** Visser, W. (2014) The failure of CSR 1.0. CSR 2.0: Transforming Corporate Social Responsibility. Heidelberg: Springer. Course Link. (pg 21-34) (30 min)
- **Watch:** It's a VUCA world. (May 05, 2017) Deloitte. Centre for Executive Education (CEE). (3 min)
- **Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

*Session Summary:* The goal of the introductory session is to familiarize students with the course and the main reasons for learning business ethics.

### Module 2: What is good?

#### MONDAY. SEPT 16

##### Topics:

- Ethical frameworks and Ethical reasoning
- **Watch:** Apple CEO Tim Cook on Ethical Leadership (May 20, 2013). Duke University The Fuqua School of Business Leadership Series at (3 min)
- **Read:** DesJardins (2020). Chapter 2 (60 min)
- **Read:** Hogenboom, M. Traits that make human beings unique. (July 06th, 2015). British Broadcasting Corporation. (BBC) (20 min)
- **Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

*Session Summary:* What is ethics and morality? The session then begins to introduce several of the moral standards one can use to engage in ethical decision-making, which forms the central building block or tool of analysis for the course. We explore ethics with an in-class exercise.

## Module 3 :        Accountability & Organizational (Ir)Responsibility

**MONDAY. SEPT. 23**

### Topics:

- Social responsibility theory
- Stakeholder theory
- **Read:** DesJardins (2020) Chapter 3 (60 min)
- **Read:** Milton Friedman's "The Social Responsibility of Business is to Increase its Profits". (available at the library) (60 min)
- **Read:** Bonini, S. M., Mendonca, L. T. Oppenheim, J.M. (2006). When social issues become strategic. McKinsey Quarterly (2): 19-31. (30 min)
- **Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**
- **Op Ed Forum Reading Assignment 1 :** Handy, C. (2002). What's a business for? Harvard Business Review, Dec. <https://hbr.org/2002/12/whats-a-business-for>

**Op Ed** Remember to post your original thoughts the week of: **STARTING SEPT. 29** and submit final Op Ed next week **OCT. 6** .

**Complete Quiz 1: SEPT. 22-24** (Closes Mid Nite)

*Session Summary:* This session moves the discussion from moral standards to the debate over the proper extent of a business firm's obligations towards society. We assess CSR in light of several business cases.

## THE GOOD COMPANY: MANAGING ORGANIZATIONAL ETHICS

### Module 4: Managing by Values: Image or Identity

**MONDAY. SEPT. 30**

### Topics:

- Organizational Mission, Vision and Values
- Compliance and Organizational Identity
- **Read:** DesJardins (2020). Chapter 4 (60 min)
- **Read and Review case:** Toy Wars Velasquez, M. (1986) Business Ethics: Concepts and Cases. (20 min)
- **Read:** Lencioni, P. (2002) Make your values mean something. Harvard business review: 113-117. (30 min)
- **Read:** Pruzan, P. (2001) Corporate Reputation: Image and identity. Corporate Reputation Review (4), 50-64. (30 min)
- **Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**
- **Discussion Forum Reading:** McCoy, Bowen H. (1997). The parable of the Sadhu. Harvard Business Review, July/Jun97, (75)3: p. 2

**Complete Quiz 2: OCT. 6 - 8** (Closes Mid Nite)

**Op Ed** Remember to post Assignment 1 **final Op Ed NO LATER THAN OCT. 6**

*Session Summary:* In this class we explore how to CSR can be managed within an organization. The case Toy Wars demonstrates the role of structure, values and mission in steering employee behavior and we complete an in-class values audit exercise.

## Module 5: Adding Value & institutionalizing Ethics

**MONDAY. OCT. 7**

### Topics:

- Community Engagement
- Socially Responsible Investments
- Social Accounting Triple Bottom Line
  
- **Watch:** Business Roundtable Goals for changing role of corporations. (2019) (7 min)
- **Read:** Porter, M. and Kramer, M. (2006) Strategy and society: The link between competitive advantage and corporate social responsibility. Harvard Business Review 84 (12): December. (available at the library) (30 min)
- **Watch:** Smartest Guys in the Room (2006,trailer). Magnolia Pictures (2 min) for in class case discussion.
- **Explore:** The Global Reporting Initiative (GRI). (N/A current) <https://www.globalreporting.org> (15 min)

**Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

### Submit:

Group project select the **company** and **specific issue topic** Submit by: **SUNDAY, OCT. 6**

*Session Summary:* In this class we explore how to CSR can be managed within an organization for value creation beyond shareholders towards stakeholders. In particular we will look how ownership can evolve to corporate citizenship.

**READING WEEK READING WEEK OCT. 12 – 18 READING WEEK READING WEEK**

## Module 6: Market Place: Protection & Marketing

**MONDAY. OCT. 21**

### Topics:

- Product recalls
- Marketing ethics
  
- **Read:** DesJardins Textbook (2020) Chapter 8 (60 min)
- **Read:** DesJardins Textbook (2020) Chapter 9 (60 min)

**Complete:** Interactive on-line module with activities. See power point slides for embedded activities. **AND You Tube Lectures posted on e-class (60 min)**

**Complete Quiz 3: OCT. 20 - 22** (Closes Mid Nite)

- **Op Ed Forum Reading Assignment 2 :** McCoy, Bowen H. (1997). The parable of the Sadhu. Harvard Business Review, July/Jun97, (75)3: p. 2
  
- **Op Ed** Remember to post your original thoughts the week of: **STARTING OCT 20** and submit final Op Ed next week **OCT. 27**

*Session Summary:* This session covers ethical issues involved in marketing products and services to consumers with case examples. Various positions on manufacturer's obligations are presented, including the contract view (i.e., buyer beware), due care (i.e., seller take care), or social cost (i.e., seller beware).

# GOOD CITIZENSHIP AND STAKEHOLDER MANAGEMENT: PEOPLE. PLANET. PROFIT

## Module 7 Employee Duties: Professional Obligations

**MONDAY. OCT 28**

**Topics:**

- Greed and conflicts of interest
  - Insider trading
  - Theft and fraud
  - Whistle-blowing
- 
- **Read:** DesJardins (2020) Chapter 7 Textbook (60 min)
  - **Watch:** Subprime. Crisis in a nutshell – 2008, Financial meltdown explained. January 13, 2014. (12 min)
  - **Watch:** Jewish Learning Institute (JLI). (Jan. 13, 2012) The Ethics of Insider Trading. Money Matters Lesson One Preview. (3 min)

**Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

**Op Ed** Remember to post **final Op Ed NO LATER THAN OCT 27**

*Session Summary:* In this session we cover employee obligations when confronted with conflict of interest and corporate crime.

## Module 8: Employee Rights

**MONDAY. NOV. 4**

**Topics:**

- Discrimination and harassment
  - Privacy
  - Health and safety
- 
- **Read:** DesJardins Textbook (2020) Chapter 6 (60 min)
  - **Read:** DesJardins Textbook (2020) Chapter 11 (60 min)

**Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

**Complete Quiz 4: NOV. 3 - 5** (Closes Mid Nite)

*Session Summary:* This session deals with the rights of employees from an ethical perspective and covers important topics including discrimination, sexual harassment, right to health and safety of employees and work-life balance.

## Module 9: Global Business Ethics

### MONDAY. NOV. 11

Topics:

- International business ethics
- Corruption
- Human rights and supply chain management
  
- **Read:** DesJardins 92020) Chapter 12 Textbook (60 min)
- **Watch:** Source: FCPA compliance. FCPA Video Training Series: Episode 1. Featuring Tom Fox. Jan 14, 2014 (6 min)
- **Watch:** The 2 Euro T-Shirt - A Social Experiment (2015) Fashion Revolution. (2min)
- **Review case:** Charles Veillon, S.A. (A). Sharp Paine, L. (2007) Harvard Business School Case. 9-307-002. (Case summary available on course website) (10 min)

**Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

*Session Summary:* In this session we cover employee obligations when confronted with conflict of interest and corporate crime.

## Module 10: Planet: Sustainable Organizations

### MONDAY. NOV. 25

Topics:

- Homocentric vs. Eco-centric view
- Business and the natural environment
  
- **Watch:** An inconvenient Truth The Sequel. (2017) Paramount Pictures Trailer. (5 min)
- **Read:** Pielke, R. (Oct 27, 2019) Forbes. The World Is Not Going To Halve Carbon Emissions By 2030, So Now What? (20 min)
- **Review Case:** AES Global Values.Sharp Paine, L. (2000) Harvard Business School Case. 9-307-002. (Case summary available on course website.) (10 min)
- **Read:** DesJardins (2020) Textbook Chapter 10 (60 min)

**Review:** Lecture slides **AND You Tube Lectures posted on e-class (60 min)**

**Complete Quiz 5: NOV. 24-26** (Closes Mid Nite)

**Submit: Final Group Project by :**

**Friday NOV. 29 noon**

**Submit: Final Peer Assessment by :**

**Friday NOV. 29 noon**

*Session Summary:* This session focuses on the strategic opportunities of resource management and interrelated ethical choices. It also deals with the concept of our environmental footprint and how new choices for sustainability offer a new horizon of business options.

## Modules 11- 12: In GOOD Company?

FINAL CASE WORK

**Submit:** Group Project **Friday NOV. 29 noon**

**Submit:** Peer Assessment **Friday NOV. 29 noon**

## RELEVANT UNIVERSITY REGULATIONS

### Academic Honesty

The Faculty of Liberal Arts and Professional Studies considers breaches of the Senate Policy on Academic Honesty to be serious matters. To quote the Senate Policy on Academic Honesty. The Policy on Academic Honesty is an affirmation and clarification for members of the University of the general obligation to maintain the highest standards of academic honesty. As a clear sense of academic honesty and responsibility is fundamental to good scholarship, the policy recognizes the general responsibility of all faculty members to foster acceptable standards of academic conduct and of the student to be mindful of and abide by such standards. Suspected breaches of academic honesty will be investigated and charges shall be laid if reasonable and probable grounds exist.

Students who engage in academic dishonesty can be subject to disciplinary action under the Senate Policy on Academic Honesty. Lack of familiarity with the Senate Policy and Guidelines on Academic Honesty does not constitute a defense against their application. Some academic offences can also constitute offences under the Criminal Code of Canada, which means that you, as a student, may also be subject to criminal charges.

Students should review the York Academic Honesty policy for themselves at:

<http://www.yorku.ca/secretariat/policies/document.php?document=69>

Students might also wish to review the interactive on-line Tutorial for students on academic integrity, at: [http://www.yorku.ca/tutorial/academic\\_integrity/](http://www.yorku.ca/tutorial/academic_integrity/)

As a student at York University, you have a responsibility to not only understand, but also play an important part in upholding the integrity of the academic experience. The Faculty of Liberal Arts and Professional Studies at York University supports the International Center for Academic Integrity's definition of academic integrity. That is, you will be committed to acting in all academic matters, even in the face of adversity, with honesty, trust, fairness, courage, respect and responsibility.

How can you demonstrate academic integrity in the completion of your course?

- Respect the ideas of others: Your course work should represent your own knowledge and ideas. You should not falsely claim credit for ideas that are not your own, by presenting another's work as yours. If you are quoting, paraphrasing, or summarizing another person's work in order to support your own ideas, identify the work and the author through proper citation practices. For more information about how to cite properly, use the Student Papers and Academic Research Kit (SPARK). You can improve your writing, research, and personal learning abilities through the Learning Commons.
- Respect your peers: Know when you are allowed to collaborate. Ask your instructor about what group work entails when it comes to the sharing of work. In test situations and assignments, don't steal or give answers to your peers. Cheating and aiding in a breach of academic honesty are both against York University's academic honesty policy.
- Respect your course instructor(s): Understand what the instructors are asking of you in class, in assignments, and in exams. If you are unsure, ask your professor or teaching assistant. They are committed to making you feel supported, and want to assess you fairly and with integrity. Please do not submit the same piece of work for more than one course without your instructor's permission.
- Respect yourself: When you act with integrity, you know that your work is yours and yours alone. You do not allow others to impersonate you on tests and exams. You do not buy or otherwise obtain term papers or assignments. You do the work. As a result, you know that you *earned* the grades that you receive, so you can be proud of your York degree. By acting with integrity in your course work, you are also practicing a valuable professional skill that is important in all workplaces.

- Take responsibility: If you have acted in an academically dishonest way, you can demonstrate courage and take responsibility for your mistake. You can admit your mistake to your course instructor as soon as possible.

## Turnitin

To promote academic integrity in this course, students will be normally required to submit their written assignments to Turnitin (via the course Moodle) for a review of textual similarity and the detection of possible plagiarism. In so doing, students will allow their material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin service are described on the Turnitin.com website.

## Religious Accommodation

York University is committed to respecting the religious beliefs and practices of all members of the community, and making accommodations for observances of special significance to adherents. For more information on religious accommodation, please visit: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>

## Academic Accommodation for Students with Disabilities

The nature and extent of accommodations shall be consistent with and supportive of the integrity of the curriculum and of the academic standards of programs or courses. Provided that students have given sufficient notice about their accommodation needs, instructors shall take reasonable steps to accommodate these needs in a manner consistent with the guidelines established hereunder. For more information please visit the Disabilities Services website at <http://www.yorku.ca/cds/>

During regular course delivery York's disabilities offices and the Registrar's Office work in partnership to support alternate exam and test accommodation services for students with disabilities at the Keele campus. For more information on alternate exams and tests please visit <http://www.yorku.ca/altexams/>

Please note that with the move to an online/virtual learning environment, accommodated tests and exams will not be coordinated by Alternate Exam & Test Scheduling during the term. Instead, test and exam accommodations, such as additional time, will need to be put in place by course instructors.

**Please let the course instructor(s) know as early as possible in the term if you anticipate requiring academic accommodation, so that your accommodation needs can be discussed and considered within the context of this course.**

## NOTICE REGARDING ZOOM MEETINGS

**Your course may involve** the use of Zoom. Zoom is an online videoconferencing software that can be used to host lectures, tutorials or virtual office hours in real time.

Please note that Zoom is hosted on servers in the U.S. Zoom meeting content (e.g., video, audio and text chat) has been restricted to only pass through servers in Canada and US data centres; it will not pass through international data centres, such as those in China. Although it is not possible to exclude the US data centres at this time, Zoom is developing this functionality and will implement it as soon as possible. All audio, video, screen-sharing and text content will be encrypted in transit between your device and Zoom's servers, which will prevent unauthorized third parties from intercepting the content of your Zoom meeting. For more information, please visit [Zoom at YorkU](https://lthelp.yorku.ca/94581-zoom/zoom-meeting-etiquette). (<https://lthelp.yorku.ca/94581-zoom/zoom-meeting-etiquette>).

**Privacy** At the moment, the name you use with Zoom and metadata about how you use the application will be stored on servers outside of Canada. If you have privacy concerns, you can disable both audio and video. You can also provide only your first name or a nickname when you join a session. If you choose to rename yourself, please let your instructor or TA know immediately.

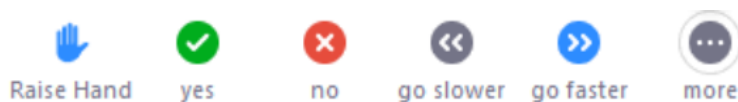
You can rename yourself in 4 easy steps.

1. After entering the Zoom meeting, click on the **Participants** icon at the bottom of the window.
2. Find your name in the **Participants** list on the right side of the Zoom window
3. Hover over your name and click the **Rename** button.
4. Enter the name that you would like to use in the Zoom meeting, and click **OK**.

Please note that lectures and/or tutorial sessions may be recorded so that they can be made available to students who are not able to attend class. Zoom is configured in such a way that all participants will be automatically notified when a session is being recorded. In other words, a session cannot be recorded without you knowing about it. If you do not wish to be seen or heard during a recorded session, please keep your camera and/or microphone turned off.

**Participation.** Your course instructor will enable you to ask questions through the chat panel. Inappropriate or disrespectful language in the chat panel will not be tolerated.

You may also participate through Zoom's nonverbal feedback features. These features can be accessed by clicking on the **Participants** icon at the bottom of the window. Once the **Participants** sidebar is opened, you will see the option to **Raise Hand**. By clicking on **Raise Hand**, a blue hand will be raised. Please click on the **Raise Hand** button again to lower your hand once your question has been answered. You are tasked with using the various Zoom features in a responsible manner. Your course instructor and/or TA will reserve the right to remove anyone who does not behave accordingly.



## INTELLECTUAL PROPERTY NOTICE

All materials prepared for ADMS 3600 at York University are the intellectual property of the Dr. Sophia Kusyk unless otherwise stated. Course materials should only be used by students enrolled in this course. This can include the following material: lecture handouts, spoken and written presentations, audio and video recordings, PowerPoint slides, as well as questions and/or solution sets for assignments, quizzes, tests and final exams, among other pieces of intellectual property. As a student in this course, you may not publish, post on an Internet site, sell, or otherwise distribute any of this work without the instructor's express permission. Unauthorized or commercial use of these materials is strictly prohibited. Third party copyrighted materials (such as book chapters, journal articles, music, videos, etc.) have either been licensed for use in this course, or fall under an exception or limitation in Canadian copyright law. Copying this material for distribution (e.g. uploading material to a commercial third-party website, or online sharing of course material with people outside of the course) may lead to a charge of misconduct under York's Code of Student Rights and Responsibilities and the Senate Policy on Academic Honesty. In addition, you may face legal consequences for any violation of copyright law.