

Rumors

A few months ago, Arielle Cruz, Head of the Sales and Marketing Department of Mariposa Real Estate, formally announced to her staff that she will be leaving the company in order to be able to concentrate on her family. She emphasized that since she will be leaving, there is room for a promotion and that she would nominate their two top performers, Mary and Jane, to the HRMD. In an effort to give herself an upper hand, Mary closes deals with three big clients two days right after Arielle's announcement.

Two weeks after Arielle's announcement, stories about Mary's promiscuity begin to make their rounds and quickly become the mainstay headlines of office gossip. The most scandalous rumor is that Mary offers sexual services to her clients – both male and female – in order to close her sales. In the face of all these rumors, Mary continues to deliver excellent work.

The time has come to promote of the candidates. Based on performance, Mary is the better candidate but both could do the job. Should you consider the rumors? What should you do?

(Case prepared by Gov. Jose B. Fernandez Jr. Ethics Center, Ateneo de Manila Univ., Philippines)