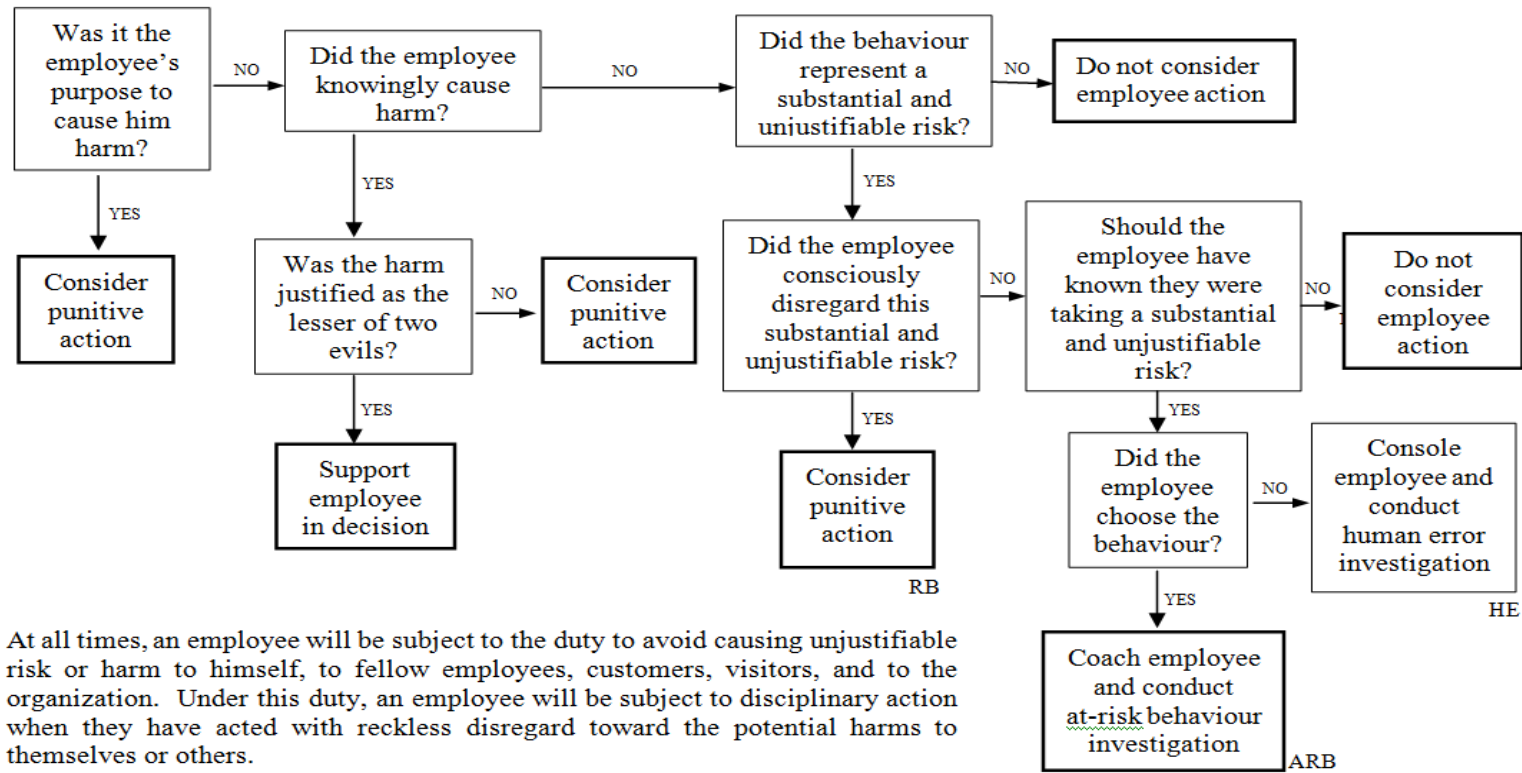


Algorithms to Guide Decision Making

Did an employee put an organizational interest or value in harm's way?

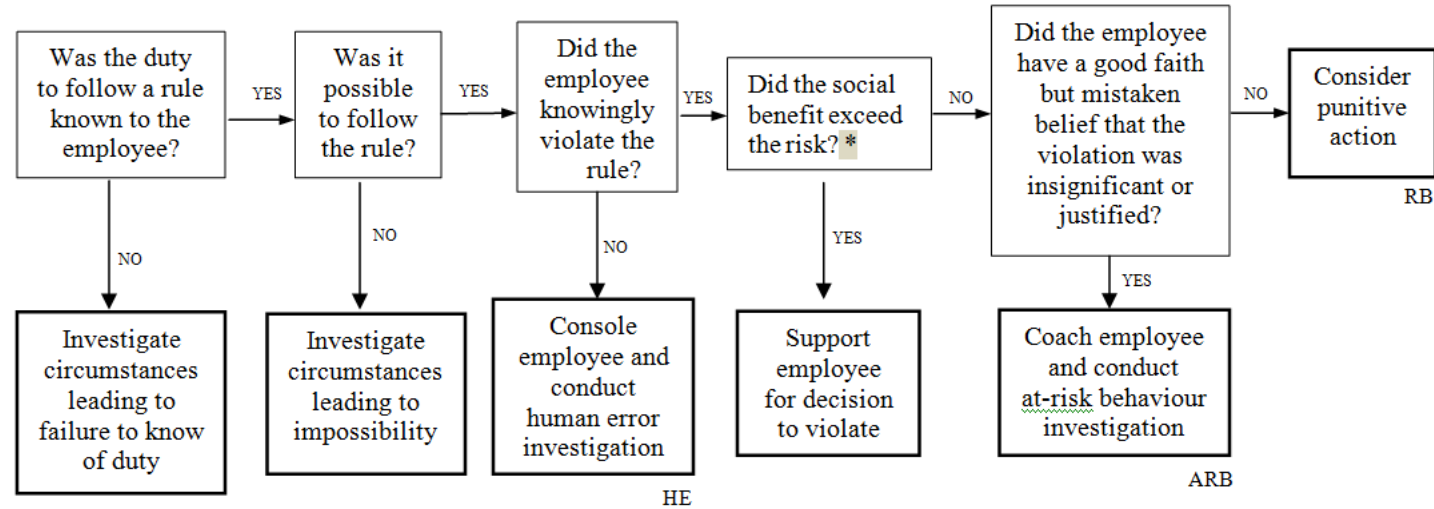
- Potential or actual harm to persons
- Potential or actual harm to property

Duty to Avoid Causing Unjustifiable Risk or Harm



2. Duty to Follow a Procedural Rule (System largely controlled by the employer)

Note: This test applies when the employee works within a system and is responsible for being a reliable component within that system.

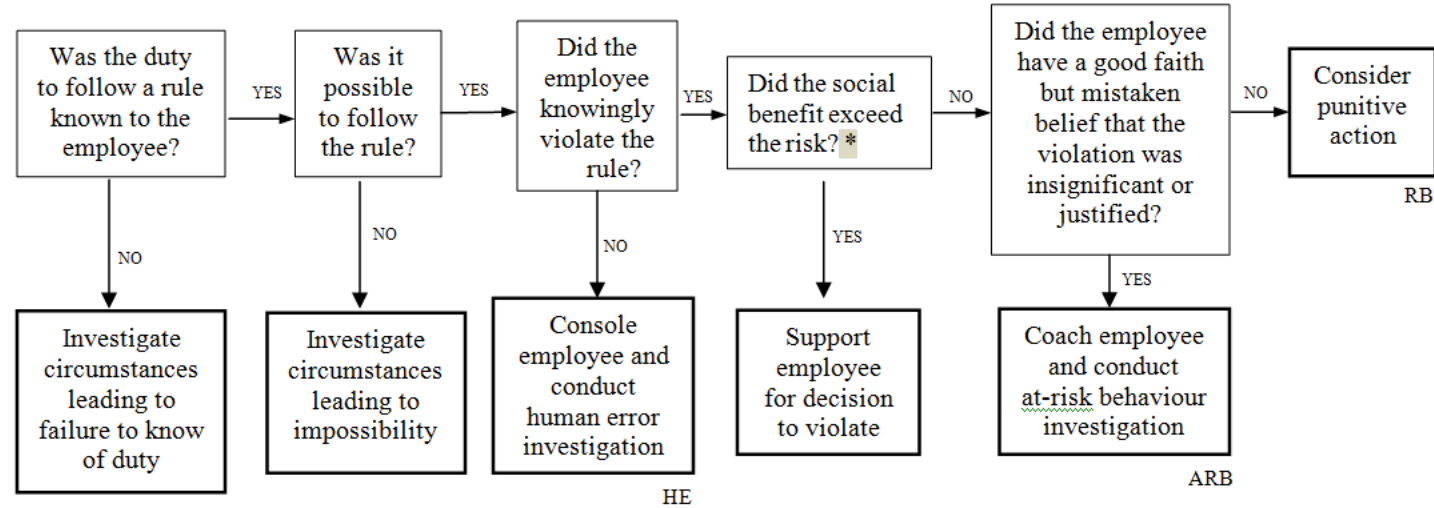


Where working under a duty to follow a procedural rule within a system, an employee will be subject to disciplinary action when they have acted with reckless disregard toward the risk associated with non-compliance.

* Employee is responsible for providing evidence of social benefit

2. Duty to Follow a Procedural Rule (System largely controlled by the employer)

Note: This test applies when the employee works within a system and is responsible for being a reliable component within that system.



Where working under a duty to follow a procedural rule within a system, an employee will be subject to disciplinary action when they have acted with reckless disregard toward the risk associated with non-compliance.

* Employee is responsible for providing evidence of social benefit