

ATLAS.ti Report

Interview Study

Code groups(selection)

Report created by YEQIAN LI on Apr, 2025

RQ3::Formal and Informal Reporting Channels


50 Members:

- **anything about ethics is handled on meetings**

Used In Documents:


 8 P8.docx

Quotations:


 8:10 ¶ 11, Anything about ethics is usually just handled whenever we have meetings about the game or whatnot, b... in P8.docx

- **company is relatively open to report - ethical issues would be taken seriously**

Used In Documents:


 18 P18.docx

Quotations:


 18:18 ¶ 22, Additionally, our company culture is relatively open to feedback, so if an issue arose, I believe it... in P18.docx

- **confident to influence decisions partly due to role as a producer**

Used In Documents:


 25 P25.docx

Quotations:


 25:23 ¶ 31, I feel confident in my ability to influence decisions, partly due to my role as a producer. in P25.docx

- **decision-makers with both cultural awareness and problem-solving skills to navigate conflicts between ethics and market demands**

Used In Documents:


 25 P25.docx

Quotations:


 25:24 ¶ 33, Teams need strong leadership that prioritizes ethical standards. This includes decision-makers with... in P25.docx

- **discussion among developers mainly about technical, not really ethical part**

Used In Documents:


 7 P7.docx

Quotations:


 7:18 ¶ 23, There are always discussions anyway, mainly about technical stuff so not really the ethics part. in P7.docx

- **don't really have any channels to report anything**

Used In Documents:


 1 P1.docx

Quotations:


 1:10 ¶ 14, We don't really have any channels to report anything in P1.docx

- **have a large group chat - team sometimes shares updates on high-spending player's feedback**

Used In Documents:


 20 P20.docx

Quotations:


 20:15 ¶ 17, We have a large group chat where the operations team sometimes shares updates on top players' feedback... in P20.docx

- **minor issues within the text or story - address internally, only major story issues will report to leader**

Used In Documents:


 22 P22.docx

Quotations:


 22:14 ¶ 25, For minor issues within the text or story flow, we just address them internally. Only major story ar... in P22.docx

- **Obstacle: informal feedback process - others might dismiss as unimportant**

Used In Documents:


 22 P22.docx

Quotations:


 22:13 ¶ 23, In my role, I review the narrative and numerical designs to configure them into levels and scenarios... in P22.docx

- **Report: bottom-up organization - the developers actually have more say in what happens**

Used In Documents:


 14 P14.docx

Quotations:


 14:4 ¶ 9, The organization was more bottom-up, which meant that the developers actually had more say in what h... in P14.docx

- **Report: call anyone who responsible for the game, but don't have hr**

Used In Documents:


 4 P4.docx

Quotations:

 4:12 ¶ 14, If you want to report issues then you can call anyone who is responsible for the game, but we don't... in P4.docx

- **Report: common contact person - allow to anonymously and safely ask questions and send issues having in workplace**

Used In Documents:

 11 P11.docx

Quotations:

🗨 11:8 ¶ 19, We have a common contact person in our company that allows us to anonymously and safely ask question... in P11.docx

- **Report: contact HR or manager, due to business politics, not possible**

Used In Documents:

📄 15 P15.docx

Quotations:

🗨 15:6 ¶ 14, Yes you could contact HR or your managers, but due to business politics, this wasn't possible. in P15.docx

- **Report: developers communicating with each other from a bottom up perspective, not really a managerial system**

Used In Documents:

📄 5 P5.docx

Quotations:

🗨 5:10 ¶ 14, It is mostly just developers communicating with each other from a bottom up perspective, so not real... in P5.docx

- **Report: discord - message any developer, for both developers and consumers**

Used In Documents:

📄 1 P1.docx

Quotations:

🗨 1:11 ¶ 14, If you want to discuss something you can message any developer in the discord channels but that is i... in P1.docx

- **Report: discuss with manager and come to an agreement**

Used In Documents:

📄 9 P9.docx 📄 16 P16.docx

Quotations:

🗨 9:10 ¶ 22, Yes this would happen, but this is the same as any other type of issue. If I bring up something to m... in P9.docx 🗨 16:9 ¶ 14, However, there wasn't a specific channel, you could mention it to your manager or any developer and... in P16.docx

- **Report: do not have formal report channel**

Used In Documents:

📄 2 P2.docx 📄 4 P4.docx 📄 5 P5.docx 📄 7 P7.docx 📄 13 P13.docx 📄 16 P16.docx

Quotations:

🗨 2:8 ¶ 14, We don't have any formal channels for reporting issues. in P2.docx 🗨 4:11 ¶ 14, There doesn't exist an official kind of channel to report these issues. in P4.docx 🗨 5:1 ¶ 14, Formal channels to report anything do not exist. in P5.docx 🗨 7:13 ¶ 19, There are informal channels for discussing concerns, but not really anything formal. in P7.docx 🗨 13:1 ¶ 14, We don't have any channels like that, they do not exist. in P13.docx 🗨 16:9 ¶ 14, However, there wasn't a specific channel, you could mention it to your manager or any developer and... in P16.docx

- **Report: do not have HR, no hotline to be called**

Used In Documents:

📄 8 P8.docx

Quotations:

🗨️ 8:1 ¶ 19, We don't have any HR, so there is not some hotline to be called. If there are issues, I can just sch... in P8.docx

- **Report: have informal channel - sit together and talk about problems, like meeting friends**

Used In Documents:

📄 7 P7.docx

Quotations:

🗨️ 7:14 ¶ 19, There are informal channels for discussing concerns, but not really anything formal. It is common to... in P7.docx

- **Report: host feedback panels - employees communicate the HR team**

Used In Documents:

📄 6 P6.docx

Quotations:

🗨️ 6:2 ¶ 9, At our studio, we regularly host feedback panels where our employees may communicate their concerns... in P6.docx

- **Report: HR is responsible for the company not for the workers**

Used In Documents:

📄 12 P12.docx

Quotations:

🗨️ 12:11 ¶ 20, The presence of HR is responsible for the fear of losing your job since HR isn't for the workers, th... in P12.docx

- **Report: if feel unsafe in current situation, message this common contact person - who can address the situation without blaming anyone**

Used In Documents:

📄 11 P11.docx

Quotations:

🗨️ 11:9 ¶ 19, Whenever someone feels unsafe or they're discontent with the current situation, they're free to mess... in P11.docx

- **Report: if report, discuss with the team - less than 20 people working on game**

Used In Documents:

📄 14 P14.docx

Quotations:

🗨️ 14:5 ¶ 9, So when reporting any wrongdoings, it would usually just be discussed with the team, since there we... in P14.docx

- **Report: in discussions, may bring up questions as "curiosities" rather than direct suggestions - better to get feedback**

Used In Documents:


📄 20 P20.docx

Quotations:

🗨️ 20:21 ¶ 21, In larger design discussions, I can bring up ethical questions as "curiosities" rather than direct s... in P20.docx

- **Report: informal, rely on individual judgement**

Used In Documents:

 22 P22.docx

Quotations:


 22:15 ¶ 27, Reporting is informal and largely relies on individual judgment. in P22.docx

- **Report: just schedule a meeting - but never do this for ethical issues before**

Used In Documents:

 8 P8.docx

Quotations:


 8:2 ¶ 19, If there are issues, I can just schedule a meeting and that would be done so, which is very chill, b... in P8.docx

- **Report: lack a clear feedback structure, issues may be overlooked**

Used In Documents:




 22 P22.docx

Quotations:




 22:16 ¶ 27, We also lack a clear feedback structure, so concerns may be overlooked or lumped together with minor... in P22.docx

- **Report: no formal channels - small company**

Used In Documents:


 9 P9.docx  15 P15.docx  17 P17.docx

Quotations:


 9:1 ¶ 18, These channels do not exist, because we're a small company. in P9.docx  15:9 ¶ 14, That is for bigger companies, but for smaller companies, channels didn't really exist. in P15.docx  17:1 ¶ 14, It was a small team, so it would just be developers/friends telling each other what they would want... in P17.docx

- **Report: no problem communicationg**

Used In Documents:


 31 P31.docx

Quotations:


 31:16 ¶ 40, There is no problem communicating with other members of our company. in P31.docx

- **Report: not formally address ethical values unless there's a strong player response, which might prompt a poll or feedback session.**

Used In Documents:


 22 P22.docx

Quotations:

 22:20 ¶ 29, Yet, we don't formally address ethical values unless there's a strong player response, which might p... in P22.docx

- **Report: only channel is Slack - message team member**

Used In Documents:

 2 P2.docx

Quotations:

🗨 2:9 ¶ 14, The only kind of channel we have is slack to message other people in the team but that's it. in P2.docx

○ **Report: process is smooth - outcomes vary**

Used In Documents:

📄 27 P27.docx

Quotations:

🗨 27:17 ¶ 25, The feedback process is relatively smooth. However, outcomes vary. in P27.docx

○ **Report: process is smooth but depends on the nature of the issue**

Used In Documents:

📄 28 P28.docx

Quotations:

🗨 28:15 ¶ 24, The process itself is smooth, but its effectiveness depends on the nature of the issue. in P28.docx

○ **Report: report mechanisms not formalized - challenging to track whether resolved**

Used In Documents:

📄 27 P27.docx

Quotations:

🗨 27:19 ¶ 25, Additionally, because feedback mechanisms aren't formalized, it's challenging to track whether repor... in P27.docx

○ **Report: report to HR or manager, but almost never - risk job**

Used In Documents:

📄 3 P3.docx

Quotations:

🗨 3:10 ¶ 14, You could report it to HR or your manager but that was almost never done, because you risked your jo... in P3.docx

○ **Report: report to manager or HR, may put you on performance improvement plan**

Used In Documents:

📄 3 P3.docx

Quotations:

🗨 3:11 ¶ 14, hese people didn't have the best for you in mind and if you ever dared to question them they would m... in P3.docx

○ **Report: report to the team leader first, if they don't prioritize the issue, then might stop there - often due to resource concerns**

Used In Documents:


📄 20 P20.docx

Quotations:

🗨 20:20 ¶ 21, Generally, I report issues to my mentor first. If they don't prioritize the issue, it might stop the... in P20.docx

○ **Report: reporting anything screws you over with HR, especially in the US**

Used In Documents:


 10 P10.docx

Quotations:

🕒 10:12 ¶ 24, The problem is that reporting anything screws you over with HR, especially in the US. in P10.docx

○ **Report: reporting mechanisms work efficiently**

Used In Documents:

 29 P29.docx

Quotations:

🕒 29:15 ¶ 26, None. Our company has been highly rated for diversity and inclusion, and the reporting mechanisms wo... in P29.docx

○ **Report: straightforward - inform leader**

Used In Documents:


 23 P23.docx  30 P30.docx

Quotations:

🕒 23:19 ¶ 23, Reporting is straightforward. If I notice an issue, I inform my leader, who either resolves it or es... in P23.docx 🕒 30:20 ¶ 21, The process itself is straightforward and relatively flat. For example, I could directly express con... in P30.docx

○ **Report: team is willing to accommodate other people if there are important issues in game**

Used In Documents:

 4 P4.docx

Quotations:

🕒 4:14 ¶ 17, The team is willing to accommodate other people if they think there are any important issues that ha... in P4.docx

○ **Report: though people can report to hr, they are discouraged to do bc business politics**

Used In Documents:

 10 P10.docx  12 P12.docx

Quotations:

🕒 10:11 ¶ 19, but usually people don't do it since they're discouraged to do so because of business politics and h... in P10.docx 🕒 12:9 ¶ 20, We have HR to handle issues, but the process can be depressing because of business politics. in P12.docx

○ **Report: whenever notice a problem, report anonymously to the HR-team**

Used In Documents:

 6 P6.docx  10 P10.docx

Quotations:

🕒 6:3 ¶ 9, Whenever an employee feels uncomfortable or notices a tricky problem, they can also report it anonym... in P6.docx 🕒 10:10 ¶ 19, There kind of is with HR. We can send any issues over to HR if there are any problems we're facing in P10.docx

○ **Report: whenever problems - message via Slack or meet and discuss**

Used In Documents:


 7 P7.docx

Quotations:

🗨 7:15 ¶ 19, Whenever there are problems we can just message each other on slack or anything else and we can then... in P7.docx

- **Report: whenever report sth wrong or curious about sth, people in question would ask why you ask**

Used In Documents:

 15 P15.docx

Quotations:

🗨 15:7 ¶ 14, Whenever you say something wrong or are curious about something, the people in question would ask yo... in P15.docx

- **see some problems - raise it with colleagues or leader, but don't follow up**

Used In Documents:


 22 P22.docx

Quotations:

🗨 22:8 ¶ 18, If I see something concerning, I raise it with my colleagues or leader, but I don't follow up unless... in P22.docx

- **still important to voice concerns, even if only to register dissent**

Used In Documents:


 26 P26.docx

Quotations:

🗨 26:15 ¶ 25, However, it's still important to voice concerns, even if only to register dissent. in P26.docx

- **there should be collaborative discussions during the project's inception, with all stakeholders contributing to the ethical framework**

Used In Documents:


 30 P30.docx

Quotations:

🗨 30:25 ¶ 25, First, there should be collaborative discussions during the project's inception, with all stakeholde... in P30.docx

- **when disagreement on ethical issues aspect, meet and discuss**

Used In Documents:


 7 P7.docx

Quotations:

🗨 7:17 ¶ 23, Whenever there is something we disagree with, then we just meet about it. There are always discussio... in P7.docx

- **workflow - the planning workflow goes from planning, scripting, system integration, and then review**

Used In Documents:

 20 P20.docx

Quotations:

🕒 20:7 ¶ 12, Generally, the planning workflow goes from planning, scripting, system integration, and then review. in P20.docx

📦 RQ3::Obstacles to Effective Reporting:

38 Members:

- **a big stigma around reporting issues and business politics**

Used In Documents:

📄 3 P3.docx

Quotations:

🕒 3:12 ¶ 17, There is a big stigma around reporting issues and business politics so it makes sense why that is th... in P3.docx

- **confident to influence decisions partly due to role as a producer**

Used In Documents:

📄 25 P25.docx

Quotations:

🕒 25:23 ¶ 31, I feel confident in my ability to influence decisions, partly due to my role as a producer. in P25.docx

- **dev team full of white men - aren't aware ethical issues**

Used In Documents:

📄 4 P4.docx

Quotations:

🕒 4:8 ¶ 8, since we're a team full of white men so we aren't really aware of these issues. in P4.docx

- **don't have much decision-making power, challenging to keep balance between commercial pressure and ethical considerations**

Used In Documents:

📄 20 P20.docx

Quotations:

🕒 20:6 ¶ 12, It's challenging, as I don't have much decision-making power yet. in P20.docx

- **don't feel very confident about feedback leading to significant changes, especially when commercial interests are at stake**

Used In Documents:

📄 26 P26.docx

Quotations:

🕒 26:14 ¶ 25, Personally, I don't feel very confident about feedback leading to significant changes, especially wh... in P26.docx

- **HR does not really care about issues**

Used In Documents:


📄 12 P12.docx

Quotations:


🕒 12:12 ¶ 24, No, probably not, since HR doesn't really care about your issues. in P12.docx

- **HR make sure the company doesn't ruin their own image**

Used In Documents:

 12 P12.docx

Quotations:


 12:13 ¶ 24, They just make sure the company doesn't ruin their own image and that is basically it. in P12.docx

- **if have sexualization of women in studio and in game, cannot really discuss it, but if it is only in the game, that could be fixed**

Used In Documents:

 9 P9.docx

Quotations:


 9:5 ¶ 3, Like if you have sexualization of women in the studio and in the game, you can't really discuss it,... in P9.docx

- **it is not worth to report ethical issues**

Used In Documents:

 3 P3.docx

Quotations:


 3:13 ¶ 17, Maybe, but I wouldn't say it's worth it. Most people just go on with their day and they see that try... in P3.docx

- **It's more about resource allocation than outright resistance to ethical ideas.**

Used In Documents:

 20 P20.docx

Quotations:


 20:19 ¶ 19, It's more about resource allocation than outright resistance to ethical ideas. in P20.docx

- **make it possible to talk about ethical issues without fear of being punished**

Used In Documents:


 9 P9.docx

Quotations:


 9:14 ¶ 26, Making it possible to talk about these kinds of things without fear of being punished will help crea... in P9.docx

- **management only care about pandering to people**

Used In Documents:


 3 P3.docx

Quotations:

 3:7 ¶ 8, The story of the games I participated in were always suffering because management only cared about p... in P3.docx

- **minor issues within the text or story - address internally, only major story issues will report to leader**

Used In Documents:

 22 P22.docx

Quotations:

- 🕒 22:14 ¶ 25, For minor issues within the text or story flow, we just address them internally. Only major story ar... in P22.docx

- **Obstacle: In many cases, employees' feedback isn't taken seriously, especially in larger companies.**

Used In Documents:

- 📄 24 P24.docx

Quotations:

- 🕒 24:22 ¶ 26, In many cases, employees' feedback isn't taken seriously, especially in larger companies. in P24.docx

- **Obstacle: Individual designers have limited influence on a game's direction.**

Used In Documents:

- 📄 30 P30.docx

Quotations:

- 🕒 30:17 ¶ 19, Individual designers have limited influence on a game's direction. in P30.docx

- **Obstacle: lack of awareness among colleagues**

Used In Documents:

- 📄 24 P24.docx

Quotations:

- 🕒 24:19 ¶ 24, One major obstacle is the lack of awareness among colleagues. in P24.docx

- **Obstacle: leadership - decisions lie with them, if they prioritize profits over values, difficult for employees to push for ethical considerations**

Used In Documents:

- 📄 26 P26.docx

Quotations:

- 🕒 26:11 ¶ 21, The biggest factor is leadership. Decisions ultimately lie with the project leader or company execut... in P26.docx

- **Report: although the company cater towards the minorities and ethical friendly, they discouraged to question anything or report - stigma that against company if report any issues**

Used In Documents:

- 📄 11 P11.docx

Quotations:

- 🕒 11:10 ¶ 22, No, because although the company makes sure to cater towards the minorities and be as ethically frie... in P11.docx

- **Report: business politics - most people don't want to fight over an issue**

Used In Documents:


- 📄 10 P10.docx

Quotations:


- 🕒 10:13 ¶ 24, Business politics is everywhere and if you think it is worth fighting over an issue you have then yo... in P10.docx

- **Report: concerns since may harm employee's position inside the company**

Used In Documents:


 12 P12.docx

Quotations:

 12:10 ¶ 20, Employees are sometimes afraid to report concerns since it may harm their position inside the compan... in P12.docx

- **Report: considering colleague relationships, not report**

Used In Documents:


 19 P19.docx

Quotations:


 19:32 ¶ 45, Yes, considering coworker relationships, I didn't point it out. in P19.docx

- **Report: consist of well-educated professionals with personal integrity, which helps maintain basic ethical standards without explicit enforcement**

Used In Documents:


 26 P26.docx

Quotations:


 26:12 ¶ 23, Reporting mechanisms exist, but their effectiveness varies. in P26.docx

- **Report: decisions often depend on leader team - ethical issues might be deprioritized for business reasons**

Used In Documents:


 27 P27.docx

Quotations:


 27:18 ¶ 25, Decisions often depend on upper management or the "call team," and certain issues might be depriorit... in P27.docx

- **Report: developers communicating with each other from a bottom up perspective, not really a managerial system**

Used In Documents:


 5 P5.docx

Quotations:


 5:10 ¶ 14, It is mostly just developers communicating with each other from a bottom up perspective, so not real... in P5.docx

- **Report: if consumer also report the ethical issues, it would be solved - but valid for any type of issue**

Used In Documents:


 17 P17.docx

Quotations:

 17:2 ¶ 17, Yes this would be the case if the consumers of the game also requested something to be done about th... in P17.docx

- **Report: if report, doesn't make company get more money, only care about increasing revenue**

Used In Documents:


 13 P13.docx

Quotations:

🗨 13:7 ¶ 17, There wouldn't be anything done about it, because it doesn't make the company get more money. The on... in P13.docx

- **Report: lack a clear feedback structure, issues may be overlooked**

Used In Documents:


 22 P22.docx

Quotations:

🗨 22:16 ¶ 27, We also lack a clear feedback structure, so concerns may be overlooked or lumped together with minor... in P22.docx

- **Report: mind your own business whenever you think sth wrong**

Used In Documents:


 15 P15.docx

Quotations:

🗨 15:8 ¶ 14, Basically, mind your business was the message sent whenever you thought something was wrong. in P15.docx

- **Report: most of the time will not do sth for the problem. if very friendly environment, will act**

Used In Documents:


 15 P15.docx

Quotations:

🗨 15:10 ¶ 17, I would say most of the time no. At my current company however, it definitely would, since it is a v... in P15.docx

- **Report: not formally address ethical values unless there's a strong player response, which might prompt a poll or feedback session.**

Used In Documents:


 22 P22.docx

Quotations:

🗨 22:20 ¶ 29, Yet, we don't formally address ethical values unless there's a strong player response, which might p... in P22.docx

- **Report: pride flags were hung around the whole company - safe place - if ethical issues, would be solved**

Used In Documents:


 16 P16.docx

Quotations:

🗨 16:12 ¶ 17, Pride flags were hung around the whole company so it definitely felt like a safe space and that the... in P16.docx

- **Report: process is smooth but depends on the nature of the issue**

Used In Documents:

 28 P28.docx

Quotations:

🕒 28:15 ¶ 24, The process itself is smooth, but its effectiveness depends on the nature of the issue. in P28.docx

○ **Report: report to HR or manager, but almost never - risk job**

Used In Documents:

📄 3 P3.docx

Quotations:

🕒 3:10 ¶ 14, You could report it to HR or your manager but that was almost never done, because you risked your jo... in P3.docx

○ **Report: report to manager or HR, may put you on performance improvement plan**

Used In Documents:

📄 3 P3.docx

Quotations:

🕒 3:11 ¶ 14, these people didn't have the best for you in mind and if you ever dared to question them they would m... in P3.docx

○ **Report: report to the team leader first, if they don't prioritize the issue, then might stop there - often due to resource concerns**

Used In Documents:

📄 20 P20.docx

Quotations:

🕒 20:20 ¶ 21, Generally, I report issues to my mentor first. If they don't prioritize the issue, it might stop the... in P20.docx

○ **Report: though people can report to hr, they are discouraged to do bc business politics**

Used In Documents:

📄 10 P10.docx 📄 12 P12.docx

Quotations:

🕒 10:11 ¶ 19, but usually people don't do it since they're discouraged to do so because of business politics and h... in P10.docx 🕒 12:9 ¶ 20, We have HR to handle issues, but the process can be depressing because of business politics. in P12.docx

○ **Report: will not do sth, primarily focus on profitability, not on ethical issues**

Used In Documents:

📄 19 P19.docx

Quotations:

🕒 19:25 ¶ 35, To be honest, as long as something doesn't interfere with profits, it's not seen as a priority. Our... in P19.docx

○ **Unless there's significant public backlash or regulatory intervention, post-launch content is rarely revised.**

Used In Documents:

📄 23 P23.docx

Quotations:

🕒 23:22 ¶ 25, No, I'm not confident. Unless there's significant public backlash or regulatory intervention, post-l... in P23.docx

◀ RQ3::Response and Resolution Patterns

39 Members:

- **decision made by leaders - discuss ethical concerns alongside practical factors like KPIs and user retention.**

Used In Documents:

📄 27 P27.docx

Quotations:

🗨 27:12 ¶ 20, These decisions are made collaboratively within a “call team,” similar to a board of directors. They... in P27.docx

- **decision-makers with both cultural awareness and problem-solving skills to navigate conflicts between ethics and market demands**

Used In Documents:

📄 25 P25.docx

Quotations:

🗨 25:24 ¶ 33, Teams need strong leadership that prioritizes ethical standards. This includes decision-makers with... in P25.docx

- **decisions are often made unilaterally by producers or lead designers, which can lead to biased outcomes.**

Used In Documents:

📄 30 P30.docx

Quotations:

🗨 30:26 ¶ 25, decisions are often made unilaterally by producers or lead designers, which can lead to biased outco... in P30.docx

- **designer can only make small contributions through side quests, but major themes are out of control**

Used In Documents:

📄 30 P30.docx

Quotations:

🗨 30:19 ¶ 19, Designers can only make small contributions through side quests or minor NPCs, but major themes are... in P30.docx

- **discussion among developers mainly about technical, not really ethical part**

Used In Documents:

📄 7 P7.docx

Quotations:

🗨 7:18 ¶ 23, There are always discussions anyway, mainly about technical stuff so not really the ethics part. in P7.docx

- **don't have strict ethical guidelines but rely on individual teams' or leaders' standards**

Used In Documents:


📄 26 P26.docx

Quotations:

🗨 26:9 ¶ 19, Most domestic games don't have strict ethical guidelines but rely on individual teams' or leaders' s... in P26.docx

- **Example: lead designer had traditional, male-centric views, which shaped many creative decisions**

Used In Documents:

 23 P23.docx

Quotations:

🗨 23:24 ¶ 27, In my experience, project leads often have the final say, with little room for dissent. For example,... in P23.docx

- **Example: some leaders like open discussions, some others prioritized speed over detailed narrative check**

Used In Documents:


 22 P22.docx

Quotations:

🗨 22:17 ¶ 27, For example, in an earlier project led by a female manager, we had open discussions about potentiall... in P22.docx

- **Example: their company has a dedicated central department for handling risks and regulations - oversees for all games of this company**

Used In Documents:


 23 P23.docx

Quotations:

🗨 23:6 ¶ 11, Tencent has a dedicated central department for handling risks and regulations related to minors. Thi... in P23.docx

- **Example: Ubisoft had strict oversight. Collaborators must submitted designs for their approval**

Used In Documents:

 23 P23.docx

Quotations:

🗨 23:10 ¶ 15, Yes, Ubisoft had strict oversight. Their guidelines were presented to us upfront, and all designs ha... in P23.docx

- **if have sexualization of women in studio and in game, cannot really discuss it, but if it is only in the game, that could be fixed**

Used In Documents:


 9 P9.docx

Quotations:

🗨 9:5 ¶ 3, Like if you have sexualization of women in the studio and in the game, you can't really discuss it,... in P9.docx

- **if the issue involves violating national laws or regulations, the team is likely to act**

Used In Documents:


 27 P27.docx

Quotations:


🗨 27:20 ¶ 27, If the issue involves violating national laws or regulations, the company is likely to act. in P27.docx

- **Internal decision-making could be more democratic.**

Used In Documents:

 23 P23.docx

Quotations:


 23:23 ¶ 27, Internal decision-making could be more democratic. in P23.docx

- **issues would be addressed after reported, make sure employees are listened to**

Used In Documents:

 6 P6.docx

Quotations:


 6:4 ¶ 11, Yes it definitely would be addressed, we always make sure that our employees are listened to in P6.docx

- **key decisions - character backstories or overarching narratives are fixed early on by the producer or lead designer**

Used In Documents:


 30 P30.docx

Quotations:


 30:18 ¶ 19, Key decisions, like character backstories or overarching narratives, are often fixed early on by the... in P30.docx

- **Problem: While these restrictions stem from regulatory frameworks, players also tend to be very sensitive and quick to report perceived issues.**

Used In Documents:


 28 P28.docx

Quotations:


 28:14 ¶ 22, Attempting to address social issues or criticize authority is practically impossible. in P28.docx

- **Report: after report, might not reponse or solve it**

Used In Documents:


 30 P30.docx

Quotations:


 30:21 ¶ 21, However, whether those concerns are acted upon is another matter. For instance, I once raised issues... in P30.docx

- **Report: consist of well-educated professionals with personal integrity, which helps maintain basic ethical standards without explicit enforcement**

Used In Documents:


 26 P26.docx

Quotations:

 26:12 ¶ 23, Reporting mechanisms exist, but their effectiveness varies. in P26.docx

- **Report: decisions often depend on leader team - ethical issues might be deprioritized for business reasons**

Used In Documents:

 27 P27.docx

Quotations:

- 🗨 27:18 ¶ 25, Decisions often depend on upper management or the “call team,” and certain issues might be depriorit... in P27.docx

- **Report: developers communicating with each other from a bottom up perspective, not really a managerial system**

Used In Documents:

📄 5 P5.docx

Quotations:

- 🗨 5:10 ¶ 14, It is mostly just developers communicating with each other from a bottom up perspective, so not real... in P5.docx

- **Report: discuss with manager and come to an agreement**

Used In Documents:

📄 9 P9.docx 📄 16 P16.docx

Quotations:

- 🗨 9:10 ¶ 22, Yes this would happen, but this is the same as any other type of issue. If I bring up something to m... in P9.docx 🗨 16:9 ¶ 14, However, there wasn't a specific channel, you could mention it to your manager or any developer and... in P16.docx

- **Report: if consumer also report the ethical issues, it would be solved - but valid for any type of issue**

Used In Documents:

📄 17 P17.docx

Quotations:

- 🗨 17:2 ¶ 17, Yes this would be the case if the consumers of the game also requested something to be done about th... in P17.docx

- **Report: if making the company look better then will do sth, but if a personal issue with the games then maybe no**

Used In Documents:

📄 10 P10.docx

Quotations:

- 🗨 10:14 ¶ 24, If it was about the game and making the company look better then yeah probably, but if it is a perso... in P10.docx

- **Report: if report getting harassed, might be fired or never hear back**

Used In Documents:

📄 12 P12.docx

Quotations:

- 🗨 12:14 ¶ 24, If you report for example that you're getting harassed, you might be fired or just never hear back f... in P12.docx

- **Report: if report, make sure ethical issues will be solved**

Used In Documents:

📄 14 P14.docx 📄 16 P16.docx

Quotations:

👤 14:2 ¶ 11, Yes, since the team we worked in was all for making sure these types of issues were solved. in P14.docx 👤 16:11 ¶ 17, Yes it definitely would, it was a really friendly environment. Pride flags were hung around the whol... in P16.docx

○ **Report: informal, rely on individual judgement**

Used In Documents:

📄 22 P22.docx

Quotations:

👤 22:15 ¶ 27, Reporting is informal and largely relies on individual judgment. in P22.docx

○ **Report: lack a clear feedback structure, issues may be overlooked**

Used In Documents:

📄 22 P22.docx

Quotations:

👤 22:16 ¶ 27, We also lack a clear feedback structure, so concerns may be overlooked or lumped together with minor... in P22.docx

○ **Report: Larger teams or more democratic environments allow employees to voice concerns, but whether those concerns lead to action depends on leadership.**

Used In Documents:

📄 26 P26.docx

Quotations:

👤 26:13 ¶ 23, Larger teams or more democratic environments allow employees to voice concerns, but whether those co... in P26.docx

○ **Report: leader might reject inclusive ideas, but no obstacle in discussing ethical issues**

Used In Documents:

📄 19 P19.docx

Quotations:

👤 19:24 ¶ 33, Typically, we self-censor to stay within acceptable boundaries. Leadership might also reject ideas t... in P19.docx

○ **Report: most of the time will not do sth for the problem. if very friendly environment, will act**

Used In Documents:

📄 15 P15.docx

Quotations:

👤 15:10 ¶ 17, I would say most of the time no. At my current company however, it definitely would, since it is a v... in P15.docx

○ **Report: most of the time will solve the ethical issues - if have budget and time**

Used In Documents:


📄 4 P4.docx

Quotations:


👤 4:13 ¶ 17, Most of the time yes if we have the time and budget for it. in P4.docx

- **Report: process is smooth - outcomes vary**

Used In Documents:


 27 P27.docx

Quotations:


 27:17 ¶ 25, The feedback process is relatively smooth. However, outcomes vary. in P27.docx

- **Report: process is smooth but depends on the nature of the issue**

Used In Documents:


 28 P28.docx

Quotations:


 28:15 ¶ 24, The process itself is smooth, but its effectiveness depends on the nature of the issue. in P28.docx

- **Report: process sometimes involve disagreements between leaderships -but typically resolved without major issues**

Used In Documents:


 23 P23.docx

Quotations:


 23:21 ¶ 23, The process can sometimes involve disagreements between internal leadership and external reviewers,... in P23.docx

- **Report: report mechanisms not formalized - challenging to track whether resolved**

Used In Documents:

 27 P27.docx

Quotations:


 27:19 ¶ 25, Additionally, because feedback mechanisms aren't formalized, it's challenging to track whether repor... in P27.docx

- **Report: resolves it or escalates it to the relevant review board**

Used In Documents:


 23 P23.docx

Quotations:


 23:20 ¶ 23, If I notice an issue, I inform my leader, who either resolves it or escalates it to the relevant rev... in P23.docx

- **Report: team is willing to accommodate other people if there are important issues in game**

Used In Documents:


 4 P4.docx

Quotations:

 4:14 ¶ 17, The team is willing to accommodate other people if they think there are any important issues that ha... in P4.docx

- **still important to voice concerns, even if only to register dissent**

Used In Documents:

 26 P26.docx

Quotations:

🗨️ 26:15 ¶ 25, However, it's still important to voice concerns, even if only to register dissent. in P26.docx

- **the company has acted for these issues after report in the past**

Used In Documents:

📄 5 P5.docx

Quotations:

🗨️ 5:11 ¶ 17, Yes and this has been shown in the past. in P5.docx