

IS YOUR WORKPLACE AT RISK OF INTERPERSONAL MISCONDUCT?

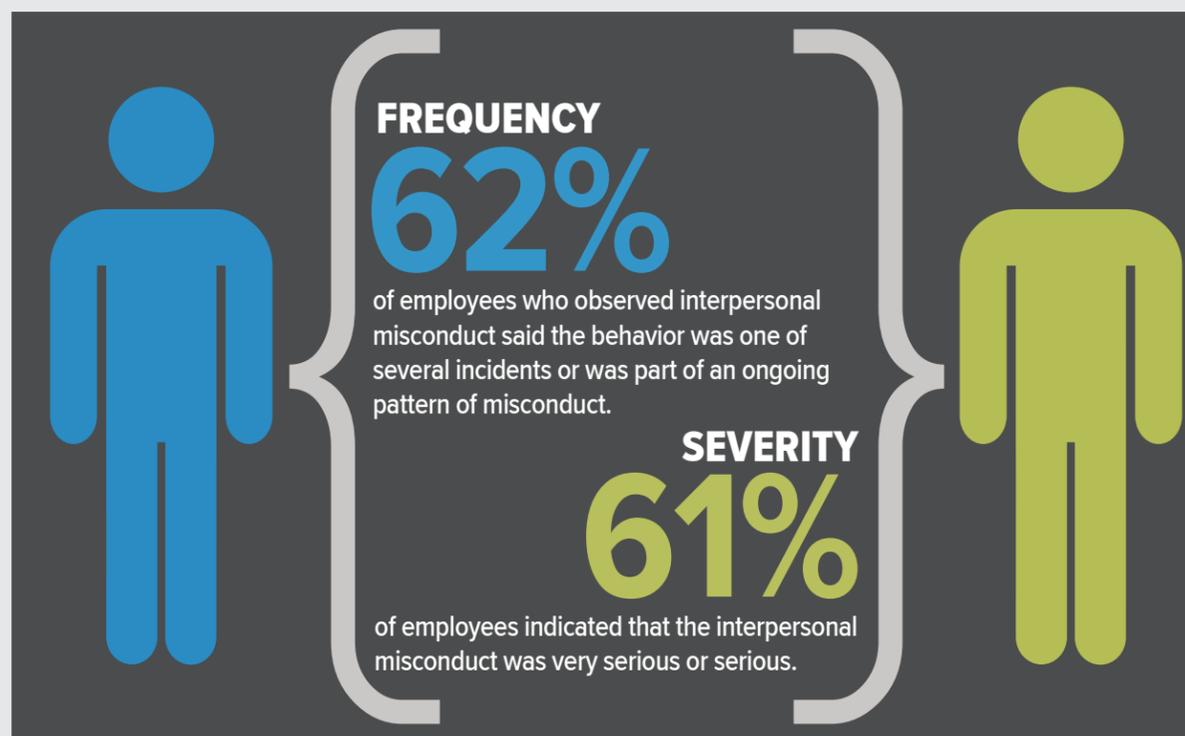
New research findings from ECI reveal that **28%** of employees have observed at least one incident of abusive behavior, sexual harassment or discrimination in the workplace in the last 12 months.

DEFINING INTERPERSONAL MISCONDUCT

ABUSIVE BEHAVIOR: Workplace behavior that is intimidating or creates a hostile work environment

SEXUAL HARASSMENT: Unwelcome sexual advances, requests for sexual favors, other verbal or physical harassment of a sexual nature and/or offensive remarks about a person's sex

DISCRIMINATION: Discrimination against employees based on race, gender, age, religion, sexual orientation, or similar categories



WHAT ARE SOME OF THE FACTORS ASSOCIATED WITH HIGHER RATES OF MISCONDUCT?

1 PERIODS OF ORGANIZATIONAL TURBULENCE
Employees at *organizations in significant transition*¹ are more likely to observe an incident of interpersonal misconduct compared with those whose organizations are not in a period of significant transition.

2 LACK OF REINFORCEMENT FOR FOLLOWING THE RULES
Supervisors that *fail to incentivize ethical conduct* can create environments where interpersonal misconduct is more likely. Specifically, supervisors need to provide support to employees in following their organization's ethics standards.

EMPLOYEES WHO DISAGREE THAT THEIR SUPERVISOR SUPPORTS THEM IN FOLLOWING E&C STANDARDS ARE

1.6X MORE LIKELY TO OBSERVE MISCONDUCT



¹Significant transition is defined as organizations experiencing at least five major changes within the last 18 months, such as mergers or restructuring.

LEARN MORE

Ethics and Compliance Initiative (2018) *Global Business Ethics Survey™ (GBES)*. Vienna, VA.

Ethics and Compliance Initiative (2016) *Principles and Practices of High Quality Ethics and Compliance Programs (HQP)*. Vienna, VA.

About the GBES: Since 1994, the Ethics & Compliance Initiative (ECI) has conducted a longitudinal, cross-sectional study of workplace conduct, from the employee's perspective. Now in its eleventh iteration, the data from the GBES provides the global benchmark on the state of ethics & compliance in business.

To learn more on interpersonal misconduct in the workplace be on the lookout for ECI's upcoming GBES report on this topic.