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

FREQUENCY

62% of employees who observed interpersonal misconduct said the behavior was one of several incidents or was part of an ongoing pattern of misconduct.

SEVERITY

61% of employees indicated that the interpersonal misconduct was very serious or serious.

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

1. **PERIODS OF ORGANIZATIONAL TURBULENCE**
   Employees at organizations in significant transition 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

24% OBSERVE MISCONDUCT VS. 64% OBSERVE MISCONDUCT

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

LEARN MORE


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.