

Workplace Conduct

A U.S. benchmark study, Brunswick Group
October 29, 2018

Methodology



We conducted an online survey among **1,000 U.S. adults** over the age of 18 who work outside the home. The survey was fielded in August 2018.



The sample was designed to **align with the U.S. Census** on age, race, gender and region.



Respondents were **categorized by:**

- **Industry**
- **Level within their organization**
- **Type of work** (part-time vs. full-time)
- **Sexual orientation**
- **Level of education**
- **Payment type** (salary vs. hourly)
- **Political views**

Lie Back and Take It, America

Companies Have an Aha! Moment: Bullies Don't Make the Best Managers

**HOW SAYING
#METOO
CHANGED
THEIR LIVES**

Paramount Fires TV Chief Over Allegations of Insensitive Remarks

Victims of workplace harassment are being silenced – we must stop this now by changing the law

Agencies Clash Over Sex Harassment Investigations

A new House bill would bar companies from using nondisclosure agreements to hide harassment

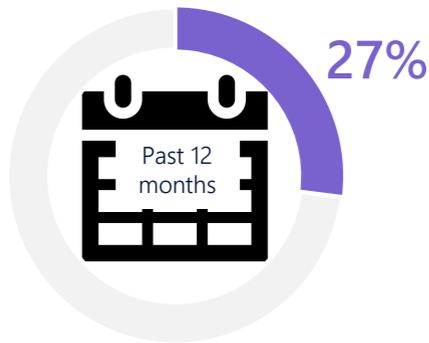
KEY FINDINGS

There is a perception **gap** between employees in leadership roles and non-leadership roles

Percentage who "Strongly agree" my workplace "does not tolerate harassment"

nearly **70%** of leadership
vs. **49%** of non-leadership

Workplace conduct issues are prevalent across a broad segment of industries in the U.S.



Over 1 in 4

Number of employees who have seen or heard of an incident of workplace misconduct in the past 12 months

Employees have **high expectations** for how companies should handle workplace conduct issues

Percentage of employees who say they expect their company to “act swiftly” when responding to an internal allegation

68% 

There is an opportunity for corporate leadership to continue to **strengthen and change the culture** inside their organizations

Want to hear from their CEO about respect in the workplace



60pts



Have heard their CEO speak about respect in the workplace

Gap between those who want to hear from the CEO and those who have

Employees want more **communication and transparency** about workplace conduct



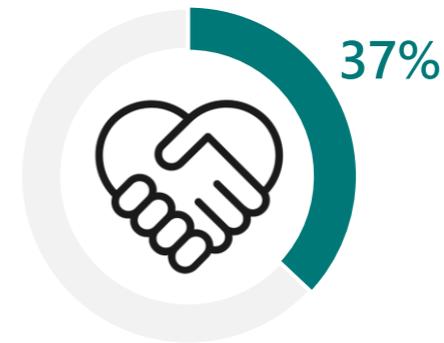
25%

Percentage of employees who report attending a training on workplace conduct in the past 12 months

There is an opportunity to mitigate risk with **trusted resources**

Number of those sexually harassed or assaulted who believe the HR department has “employees best interests in mind”

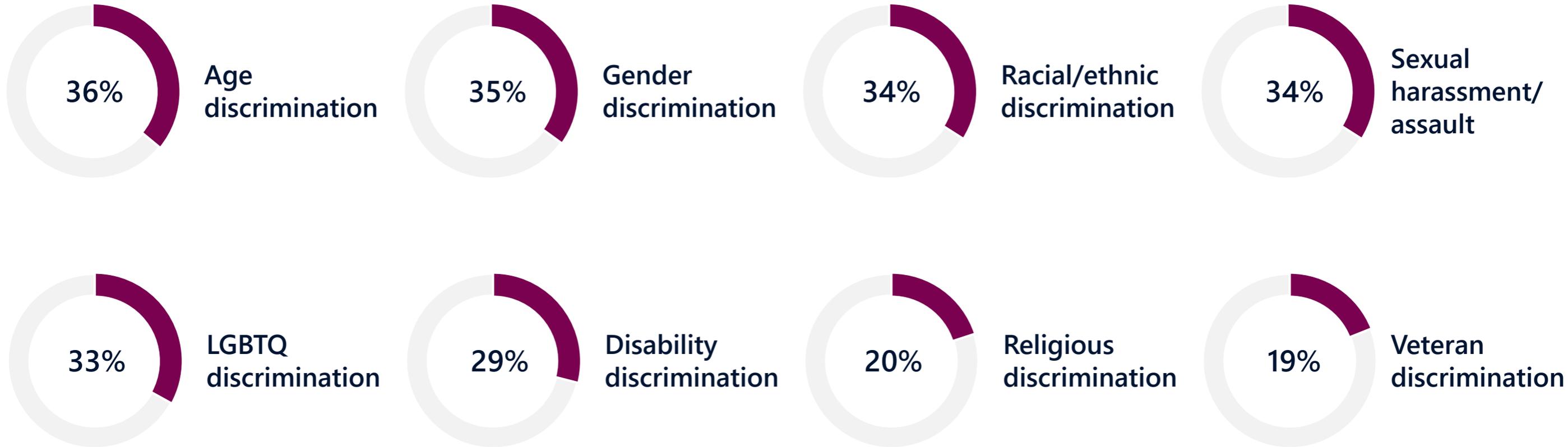
1 in 3



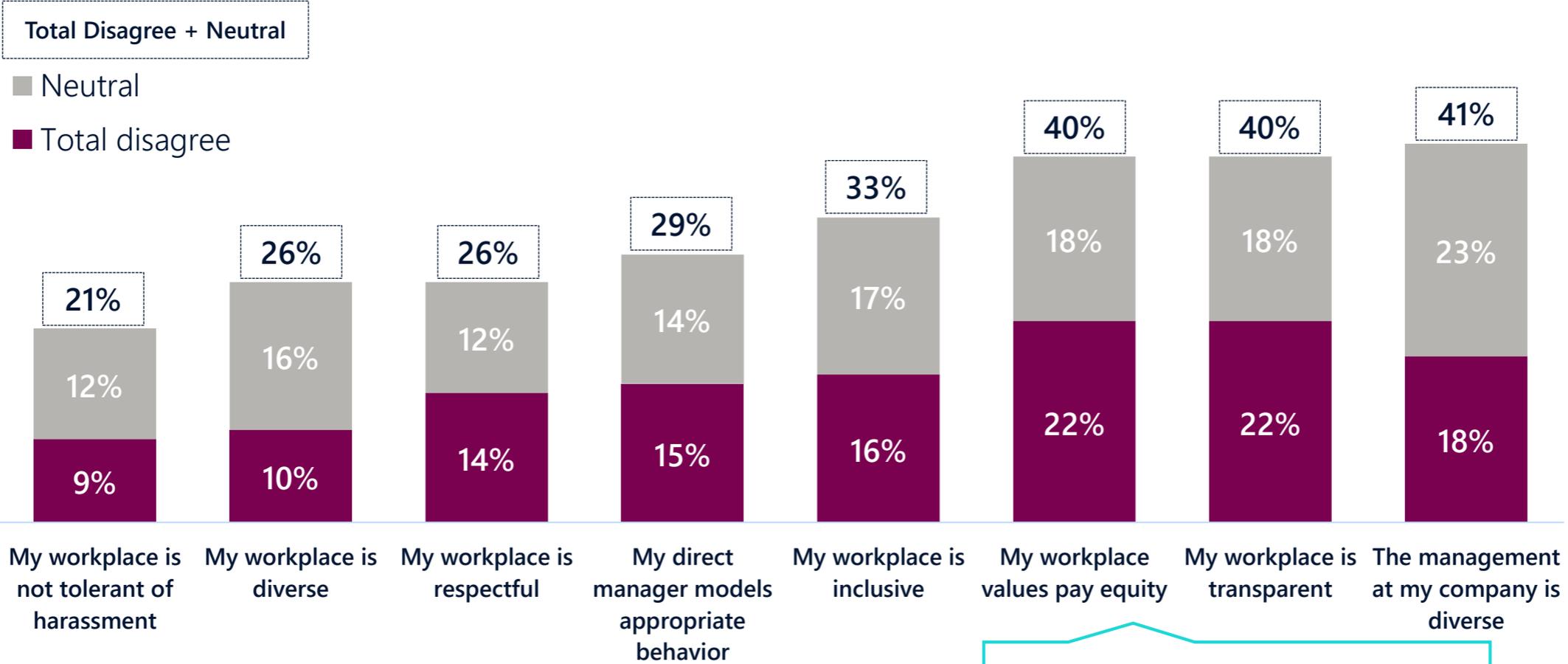
Workplace conduct issues permeate every industry and company, and there is a **perception gap between employees in leadership and non-leadership roles.**

One-third of employees believe discrimination and harassment are widespread in the workplace

% who believe this behavior is happening "all the time" or "often" across most workplaces



Forty-eight percent say their organization falls short on at least one workplace attribute



63% of women in leadership agree
85% of men in leadership agree

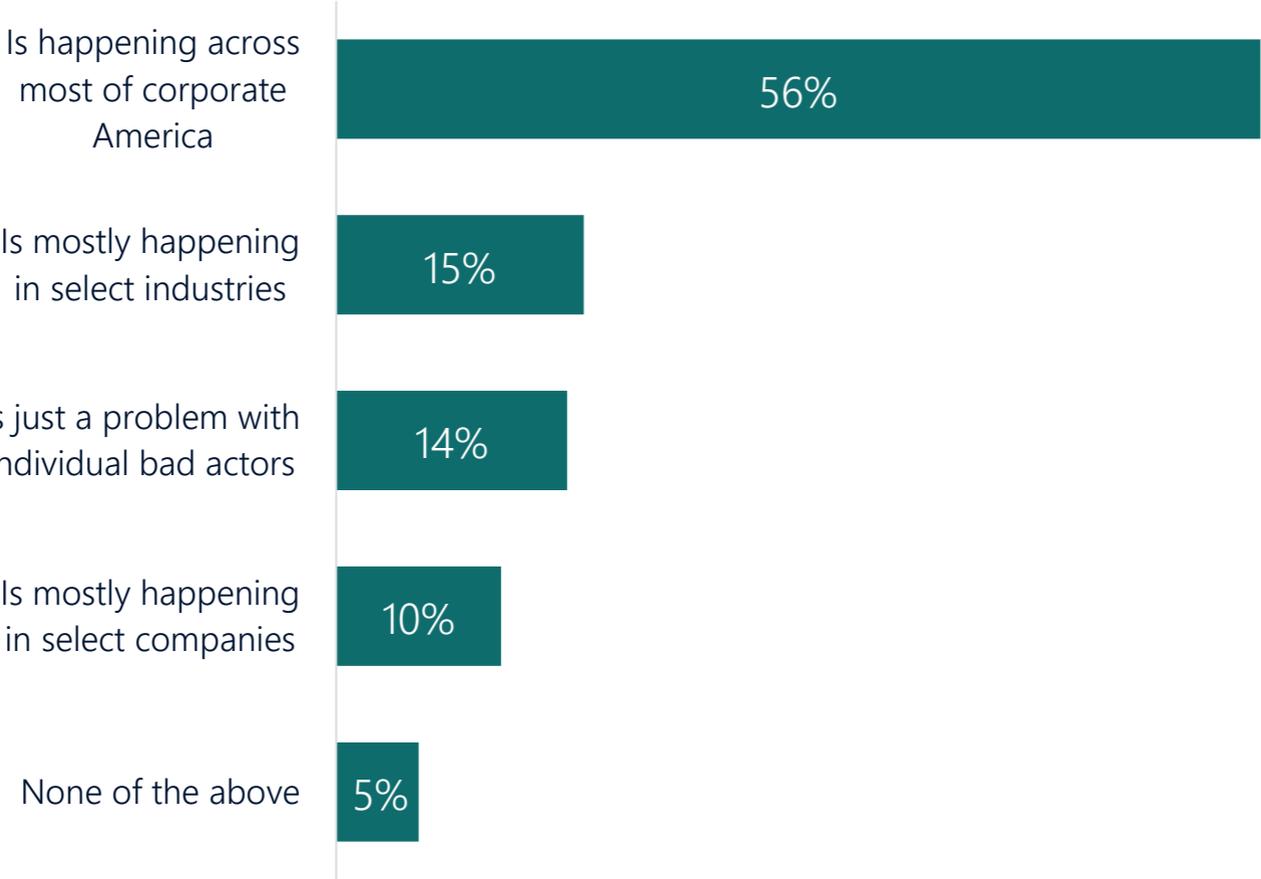
58% of non-leadership agree
72% of leadership agree

Q: Please indicate how much you agree or disagree with the following statements.

One year after the #MeToo movement took root in the U.S., corporate leadership has worked to address workplace conduct issues. The **American workforce believes there is more progress to be made.**

Over a quarter of employees have seen or heard of an incident of workplace misconduct within their organization in the past year; over half believe this is happening across most of corporate America

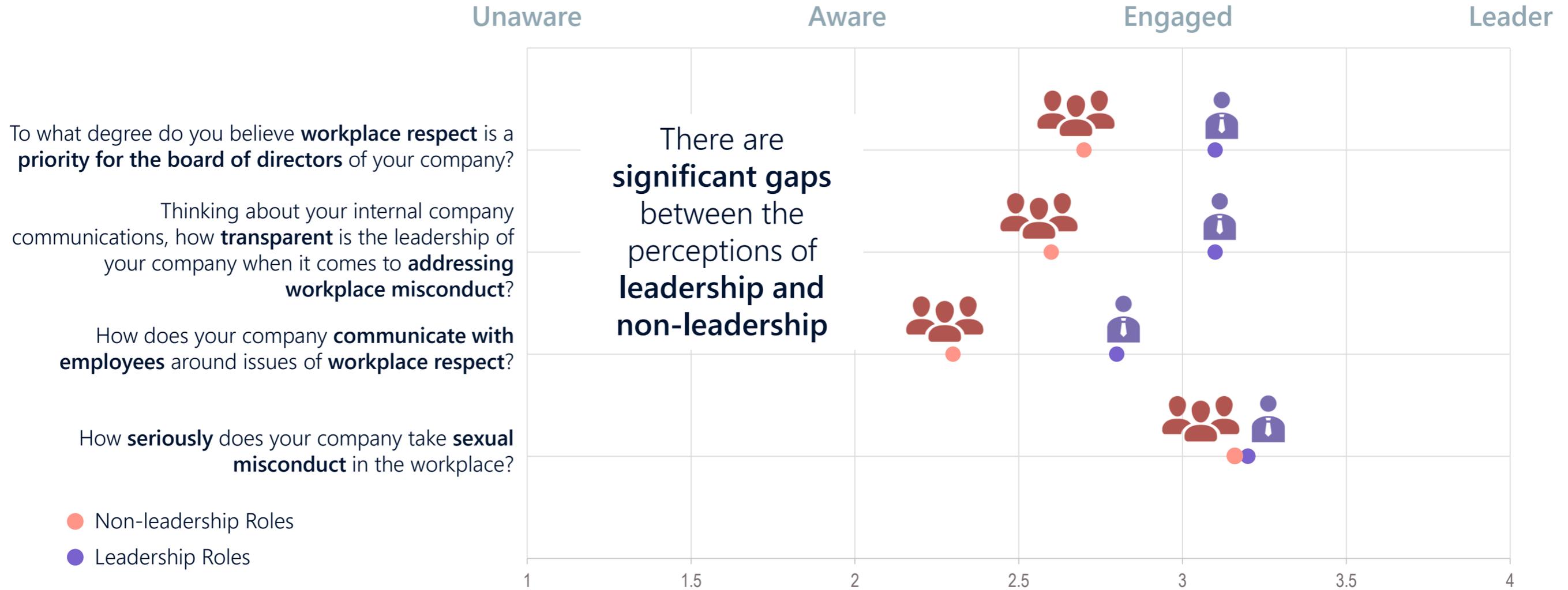
Thinking specifically about sexual harassment, would you say sexual harassment is...



Those who indicated that sexual harassment is mostly happening in select industries were asked which industries they think sexual harassment is most prevalent in...



American employees were asked about to share their view across a range of workplace issues



Is workplace respect a priority for your board of directors?

To what degree do you believe **workplace respect** is a **priority for the board of directors** of your company?

Unaware

Aware

Engaged

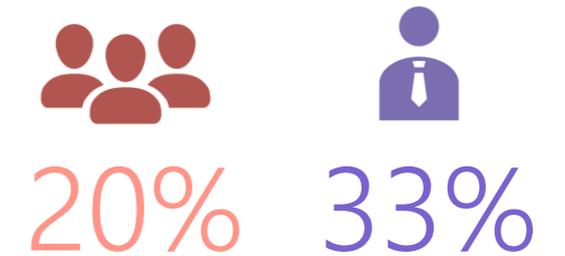
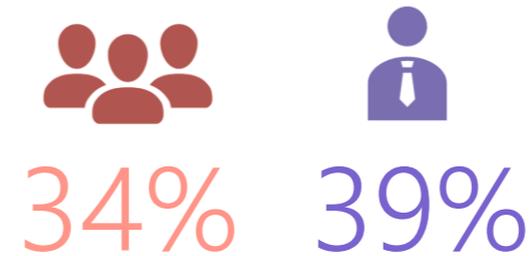
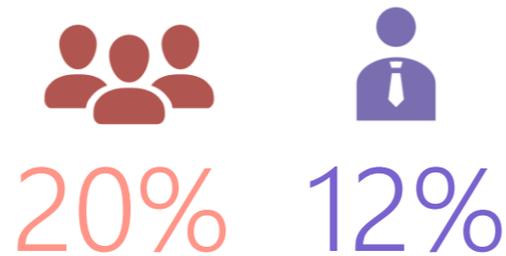
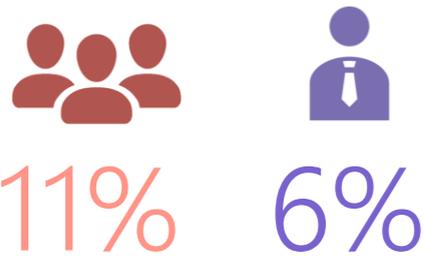
Leader

It is not at all a priority; the board of directors does not prioritize workplace misconduct.

It is not a top priority; workplace misconduct is on their radar but it is not a top priority.

It is a priority; workplace misconduct is a priority of the board of directors but not their highest priority.

It is a top priority; the board of directors prioritizes workplace misconduct above most other issues.

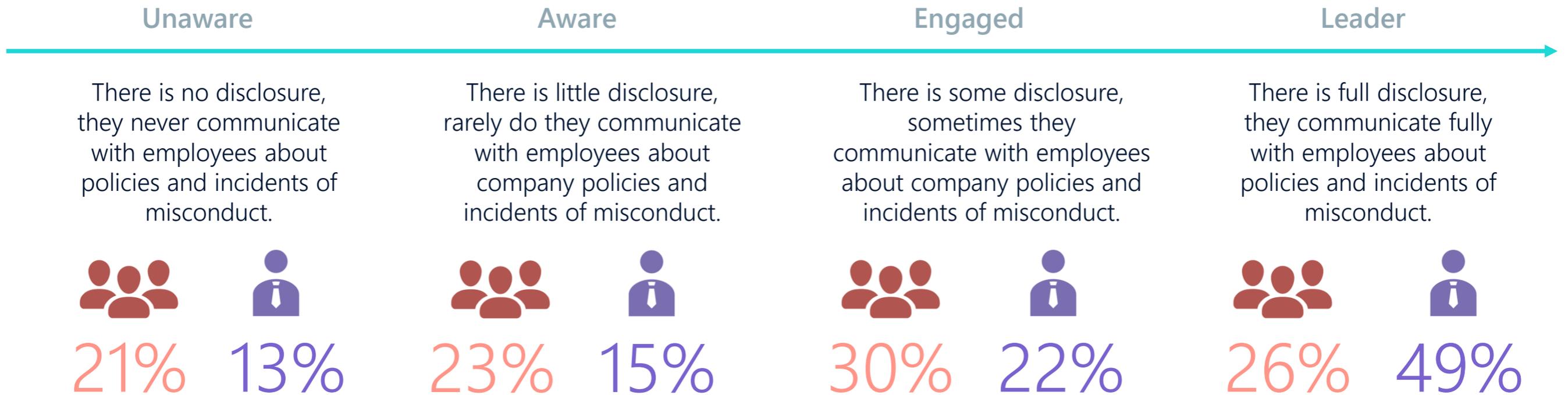


72% of Leadership believes workplace misconduct is a priority for the Board of Directors
54% of Non-leadership believes the same

- Non-leadership Roles
- Leadership Roles

How transparent is leadership?

Thinking about your internal company communications, **how transparent is the leadership** of your company when it comes to addressing workplace misconduct?



71% of Leadership believes company leadership is transparent about misconduct
56% of Non-leadership believes the same

- Non-leadership Roles
- Leadership Roles

How does your company communicate about issues of workplace respect?

How does your company **communicate** with employees about issues of workplace respect?

Unaware

Aware

Engaged

Leader

It is not openly discussed at my company.

Communications happen around specific moments or incidences.

The topic of workplace respect is consistently part of employee engagement at my company and is discussed openly, particularly during high-profile events or moments.

My company embraces these issues and conversations and is a driver of industry engagement.



29% 22%



25% 9%



31% 36%



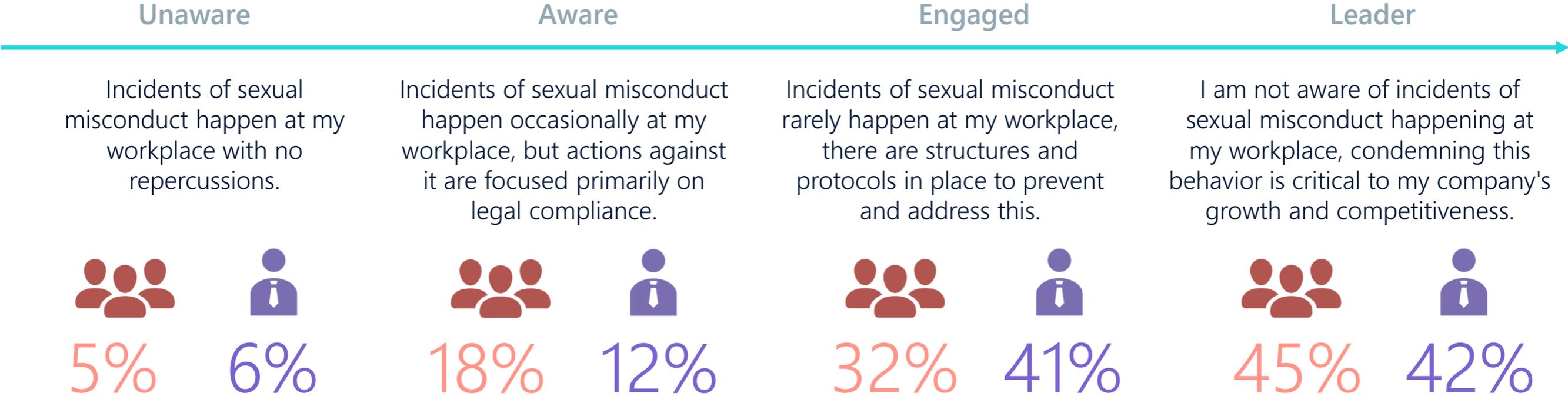
16% 32%

68% of Leadership believes employees are engaged on topics of workplace respect
47% of Non-leadership believes the same

- Non-leadership Roles
- Leadership Roles

Is sexual misconduct taken seriously in your workplace?

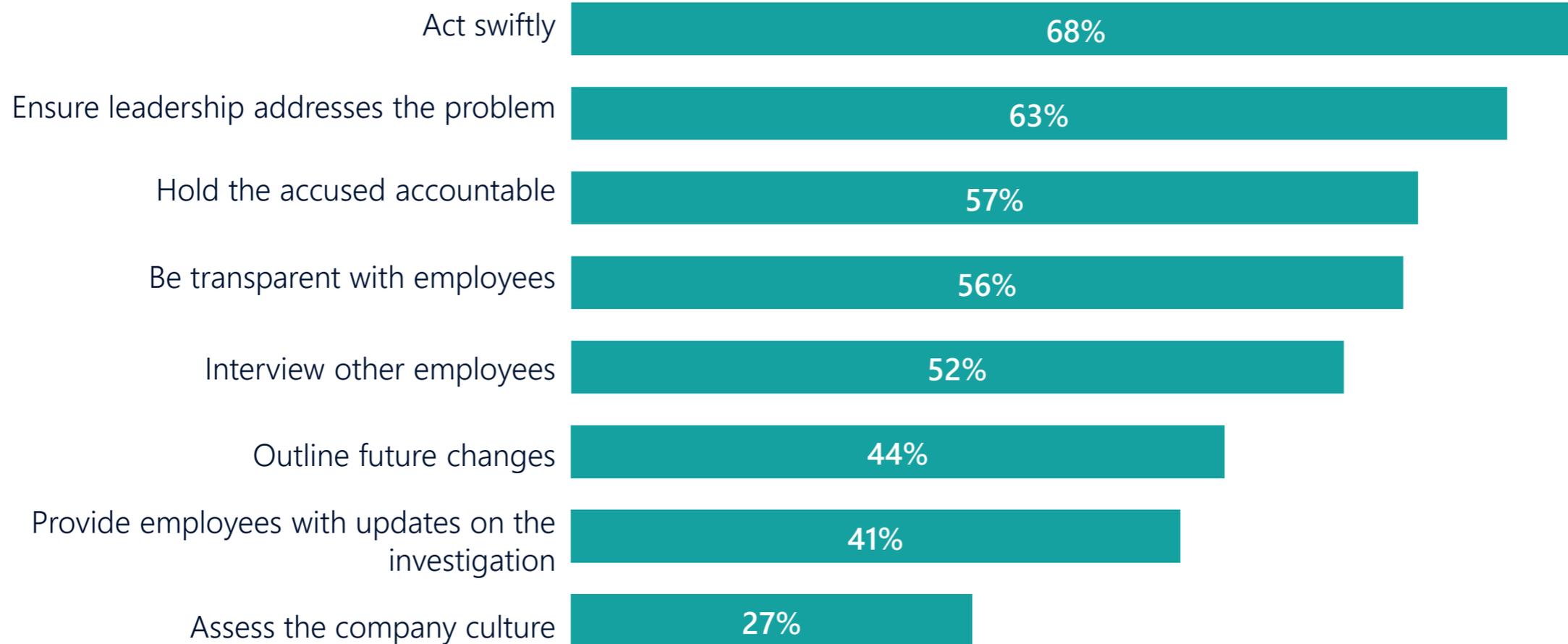
How **seriously** does your company take sexual misconduct in the workplace?



83% of Leadership believes their workplace takes sexual misconduct seriously
77% of Non-leadership believes the same

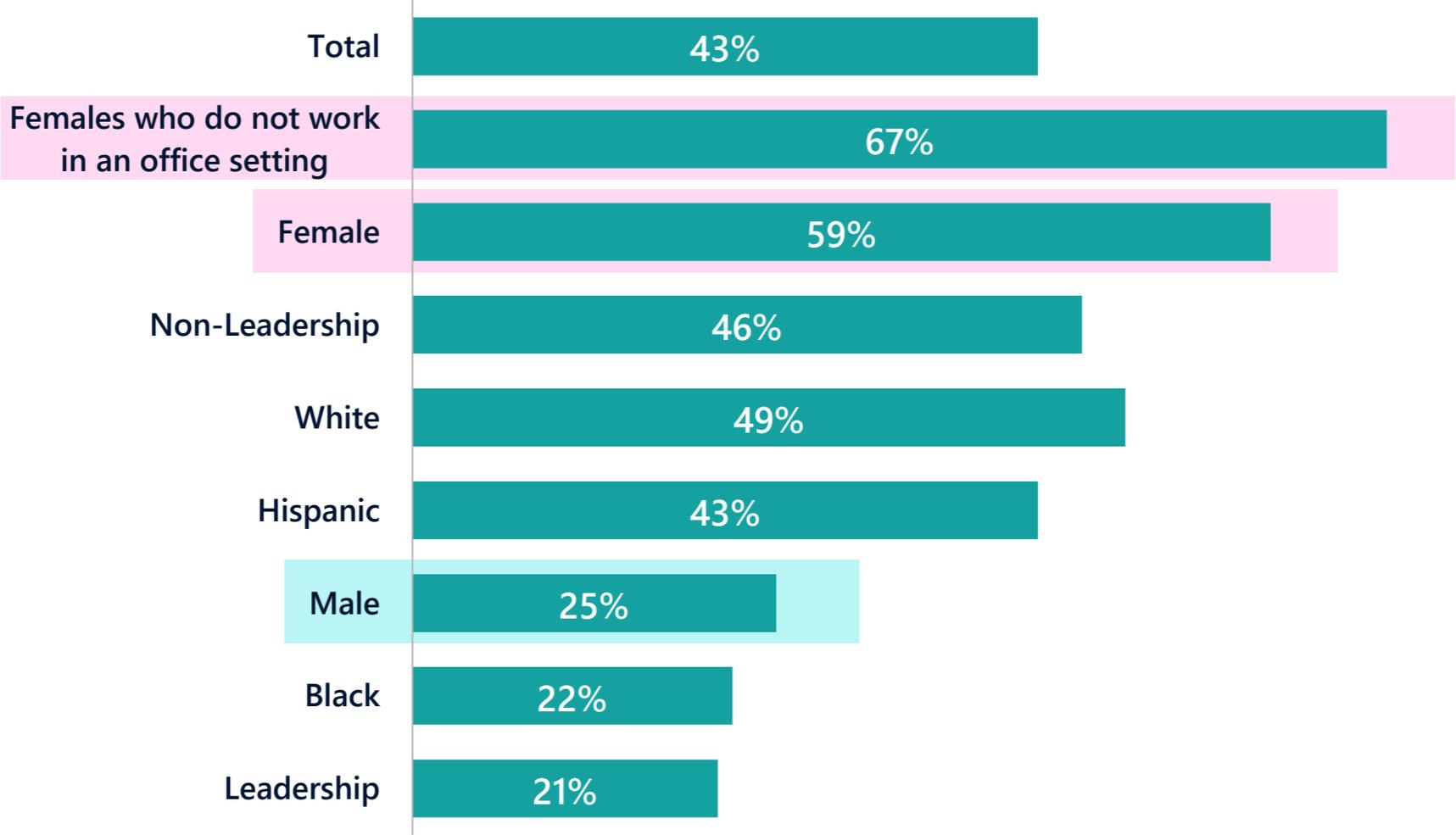
- Non-leadership Roles
- Leadership Roles

When responding to an internal allegation of sexual misconduct employees expect to see their company act swiftly and be transparent

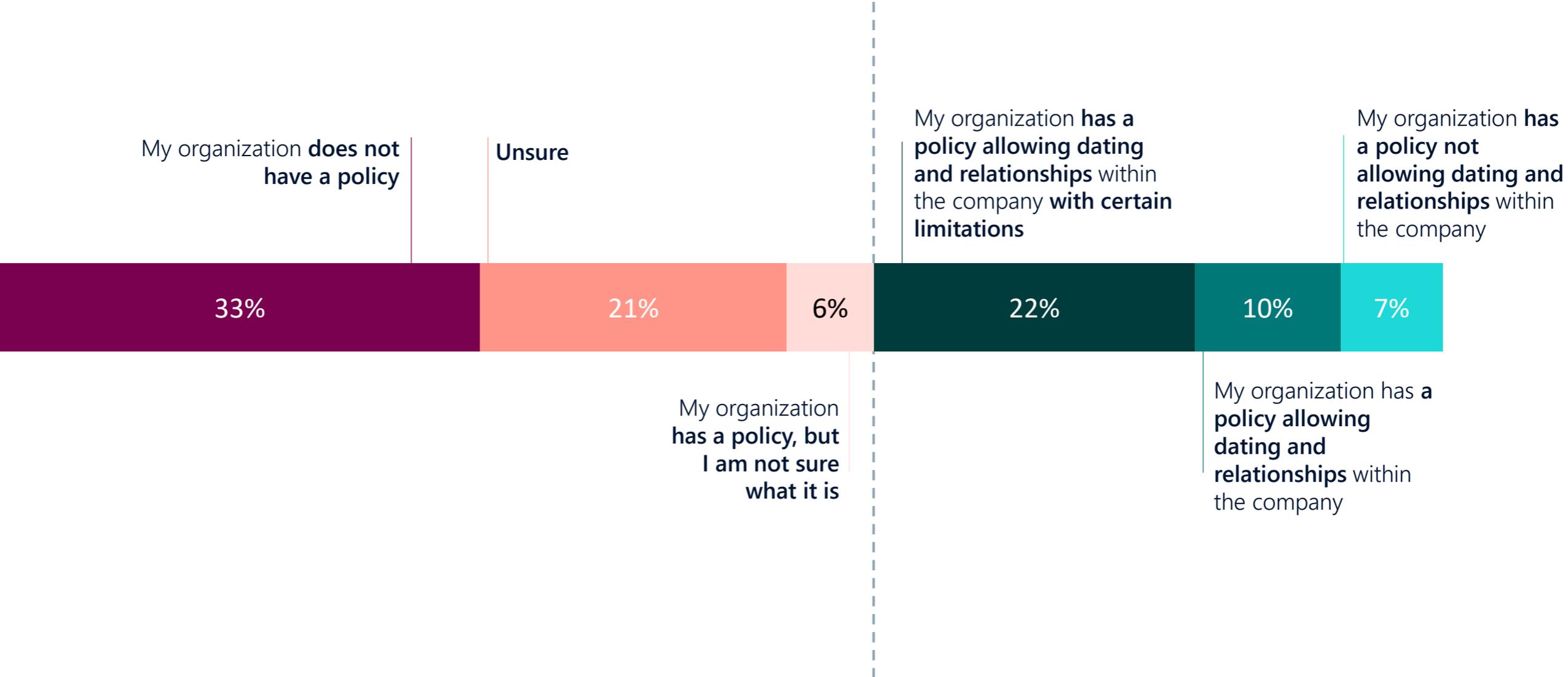


Nearly 60% of females and 25% of males report being sexually harassed in their workplace

Have you ever been sexually harassed in the workplace?

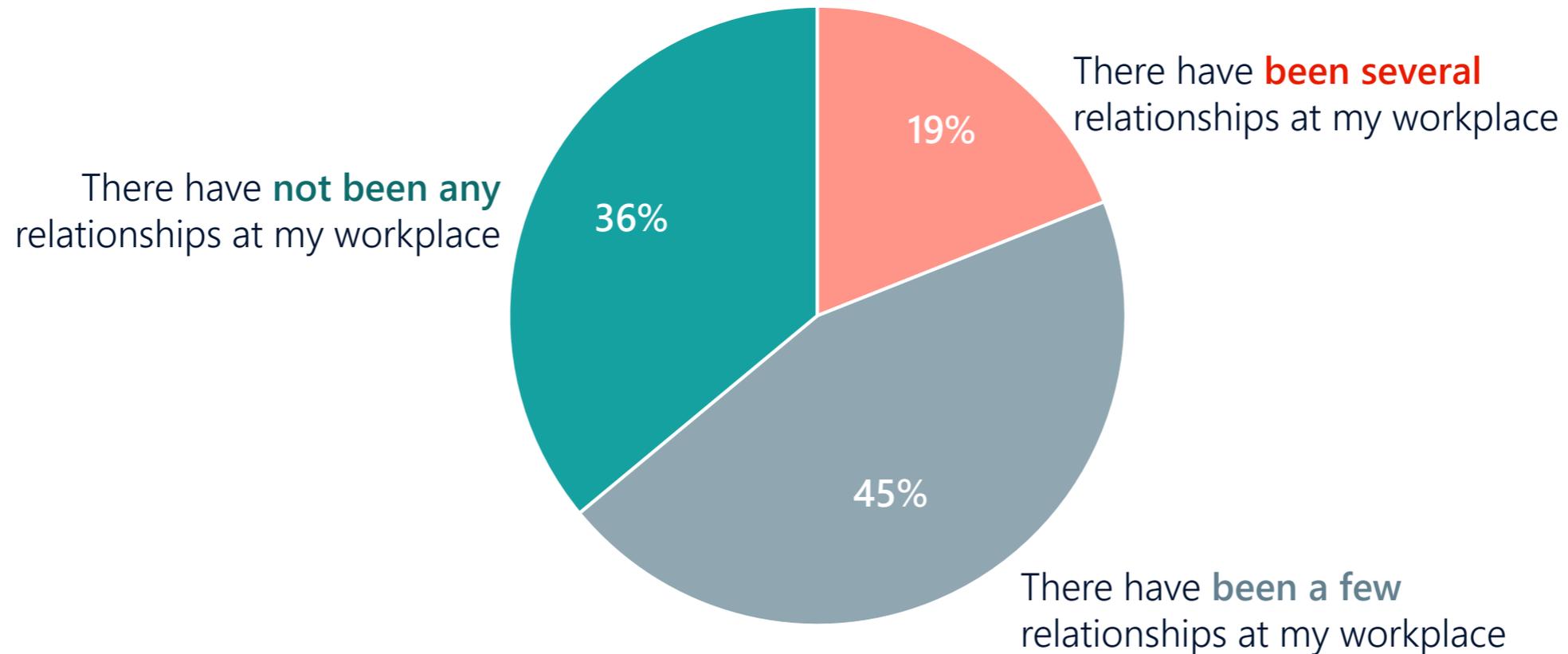


Sixty percent of American workers report either not having a policy at their organization about dating and relationships, or not knowing of one



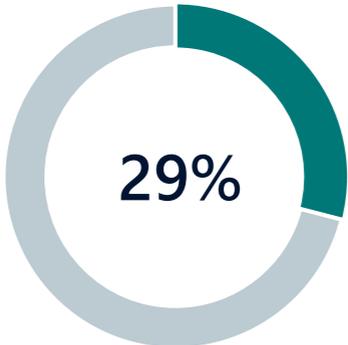
Three-in-five workers say there are consensual romantic relationships at their place of work

Frequency of Consensual Romantic Relationships in the Workplace

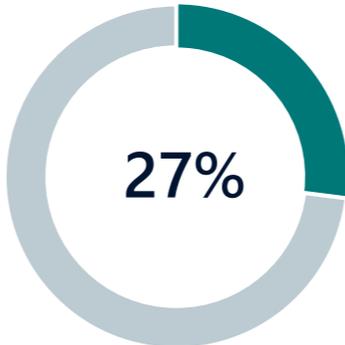


Employees want **more resources, communication and transparency** about workplace conduct.

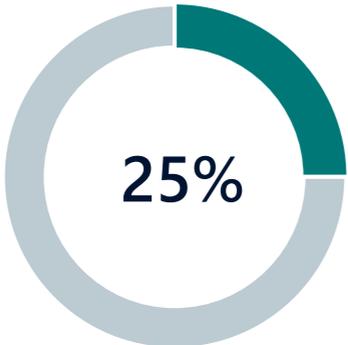
Only 1 in 4 employees have attended a training on workplace misconduct in the past 12 months



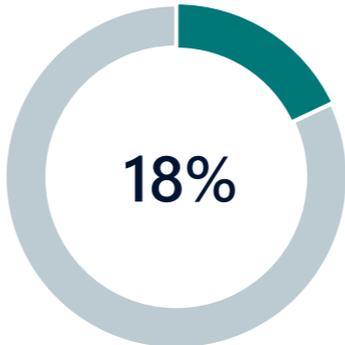
Heard **leadership speak about the importance** of respect in the workplace



Seen or heard of an incident of workplace misconduct



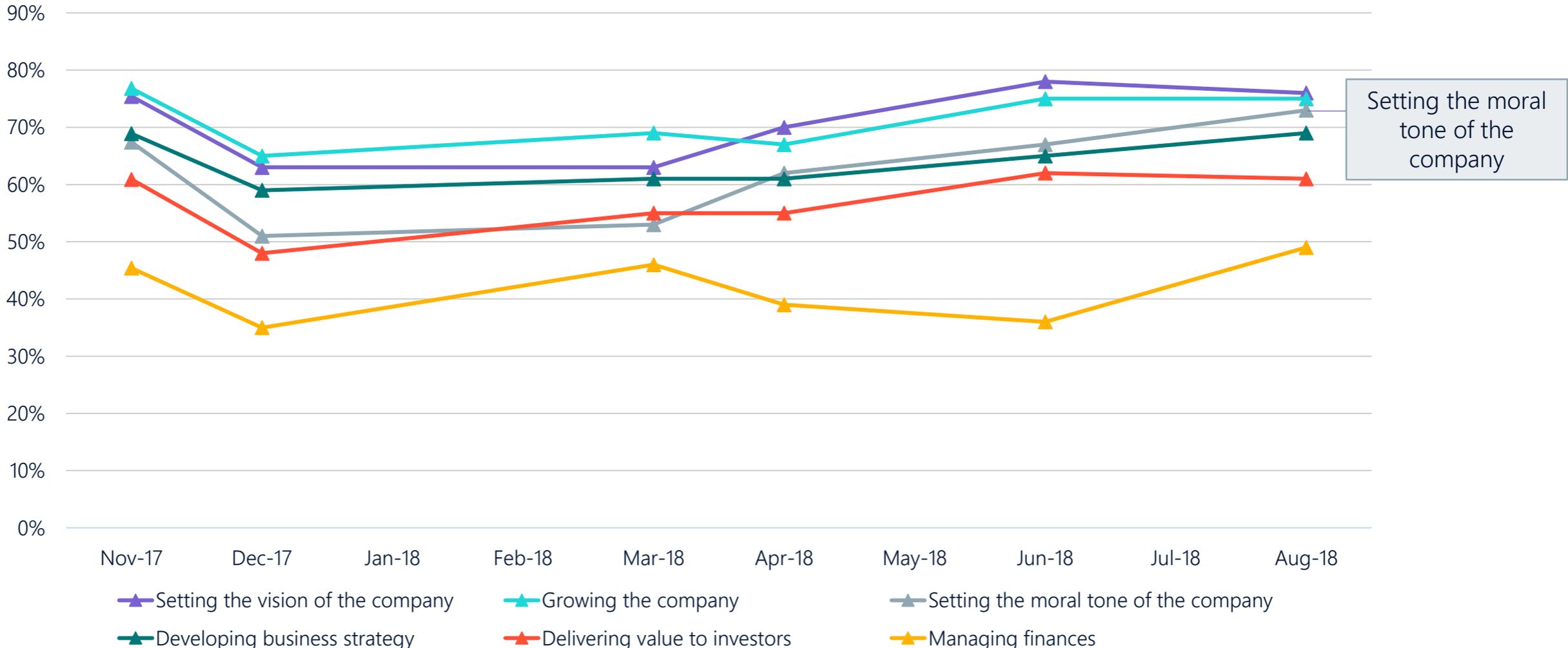
Attended a training on workplace misconduct



Received an **email from leadership** emphasizing the importance of respect in the workplace

Q: Have you experienced any of the below in your workplace in the past 12 months? Please select all that apply.

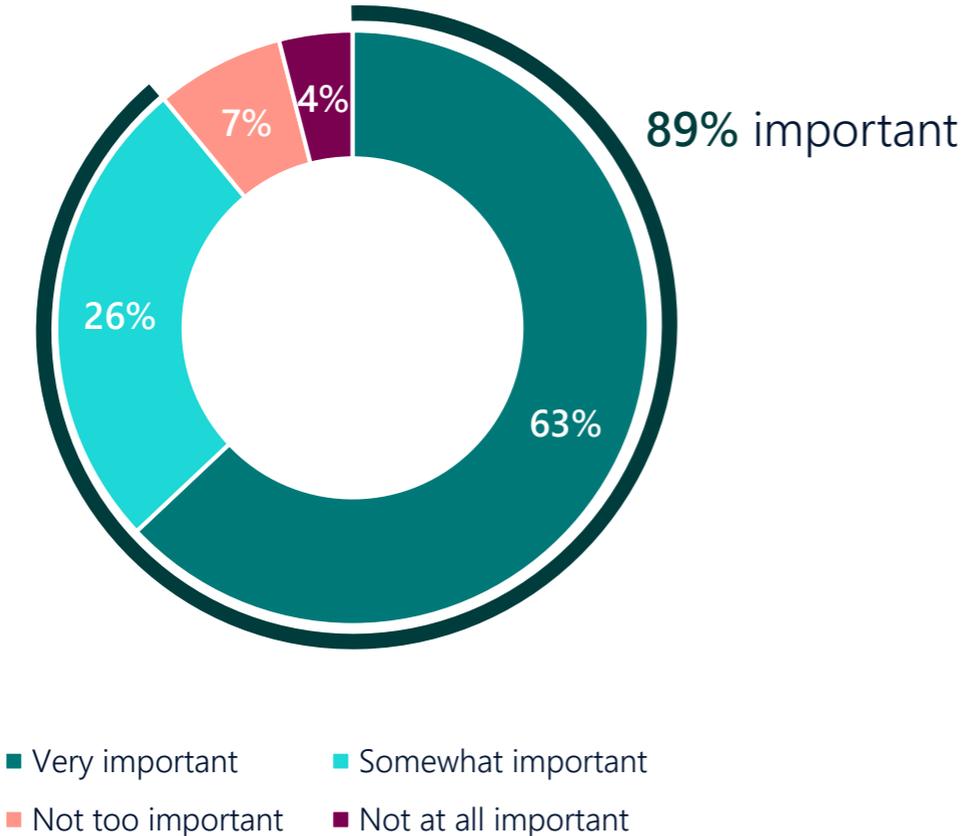
Nearly three in four employees believe their CEO is responsible for setting the moral tone of the company, nearly equal to setting the vision and growing the company



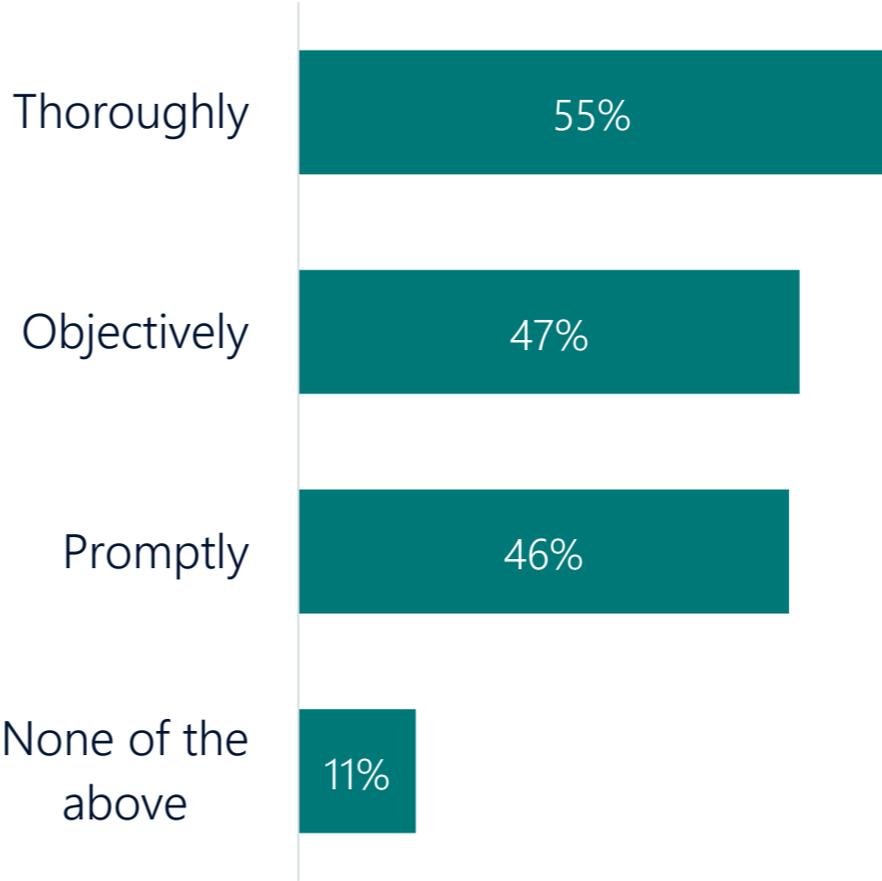
Q: What does the role of CEO entail today? Please select all that apply.
 * Previous data collected through Brunswick Insight internal tracking research

Nearly 9 in 10 employees say it is important for their CEO to speak about respect in the workplace

How important is it to you to hear the CEO of your company speak about respect in the workplace?

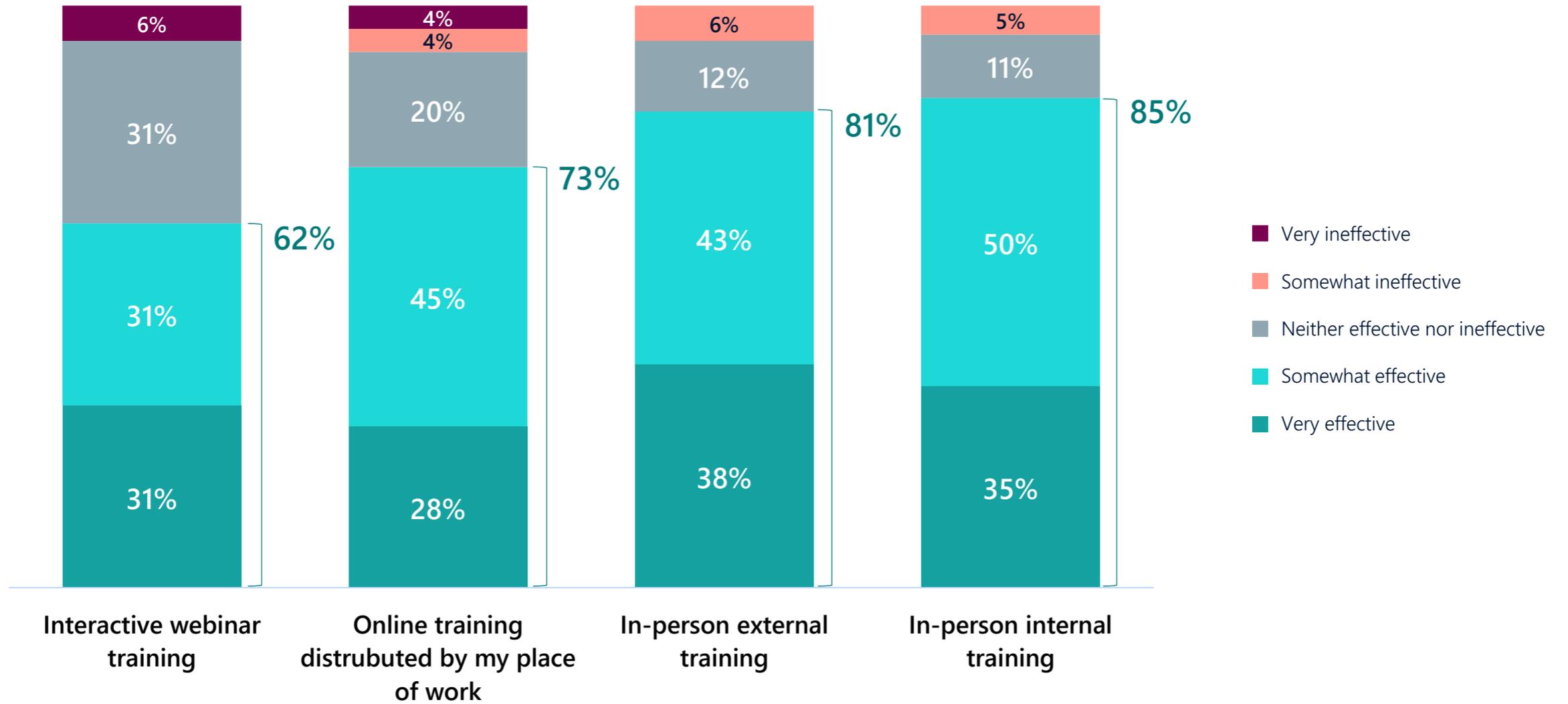


If an incident of workplace misconduct occurred in your organization, which of the below describes how you think it would be handled by senior leadership?



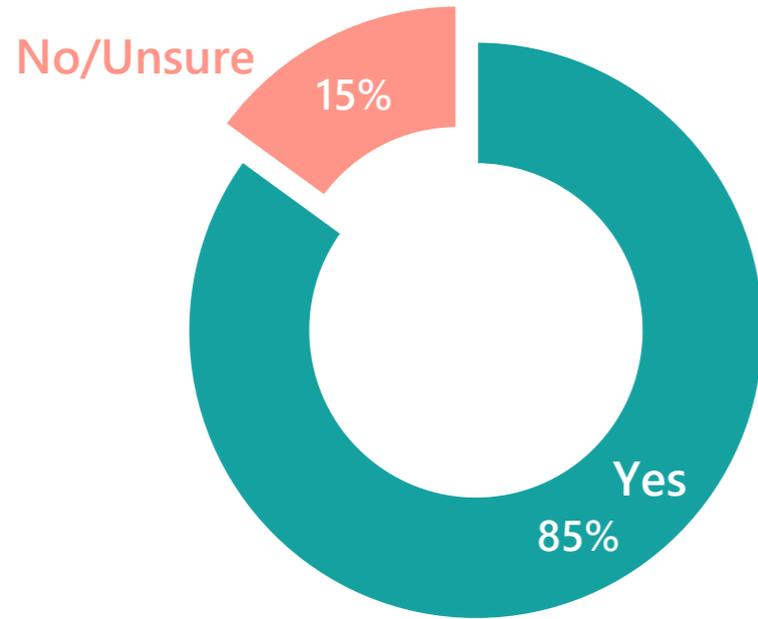
There is opportunity to mitigate risk with
trusted resources.

In-person trainings led by a colleague are the most effective

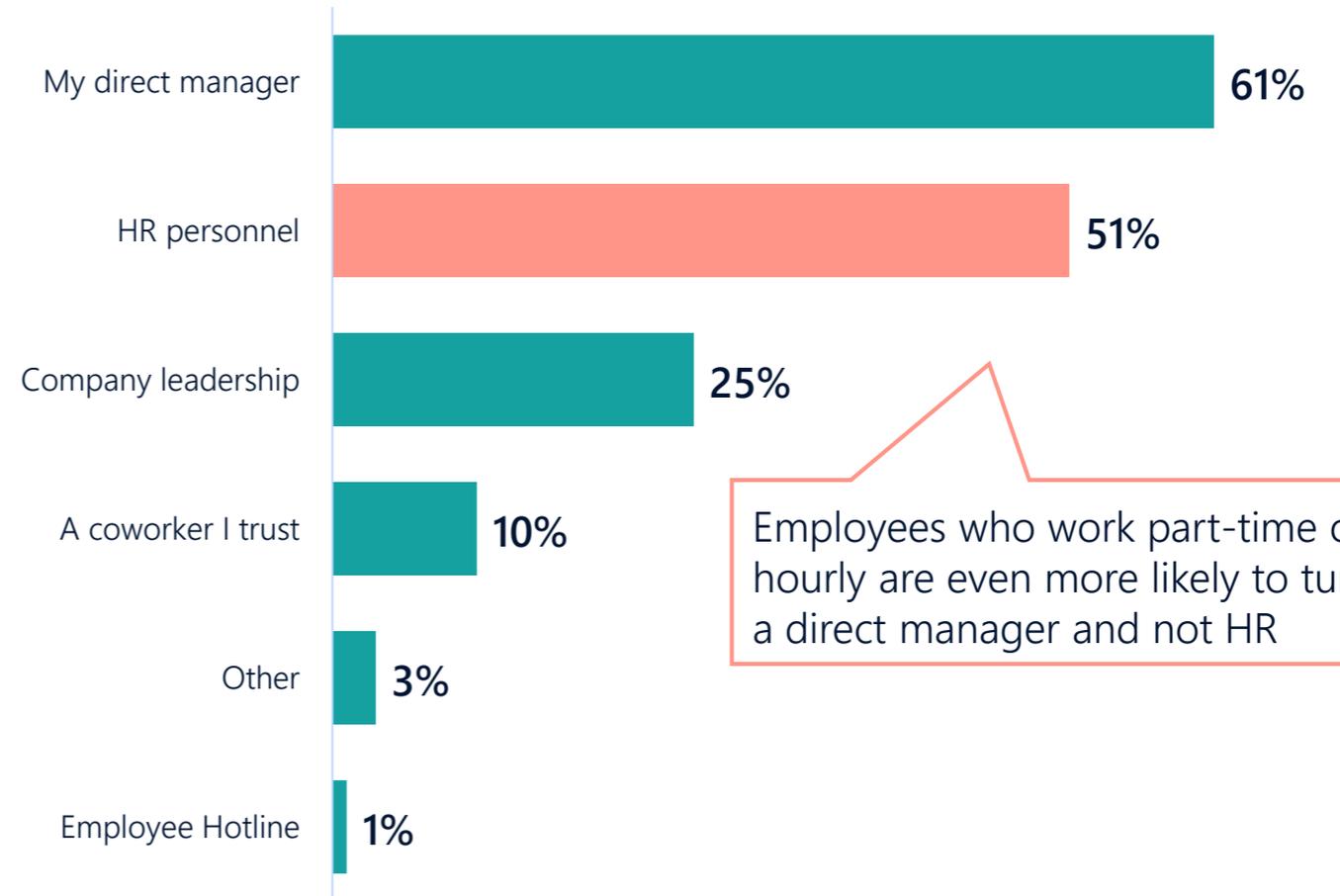


15 percent of workers do not know where to turn to report an incident

If an incident of workplace misconduct occurred in your organization, would you know where to turn to report the incident?



Where would you turn within your organization to report an incident of workplace misconduct?



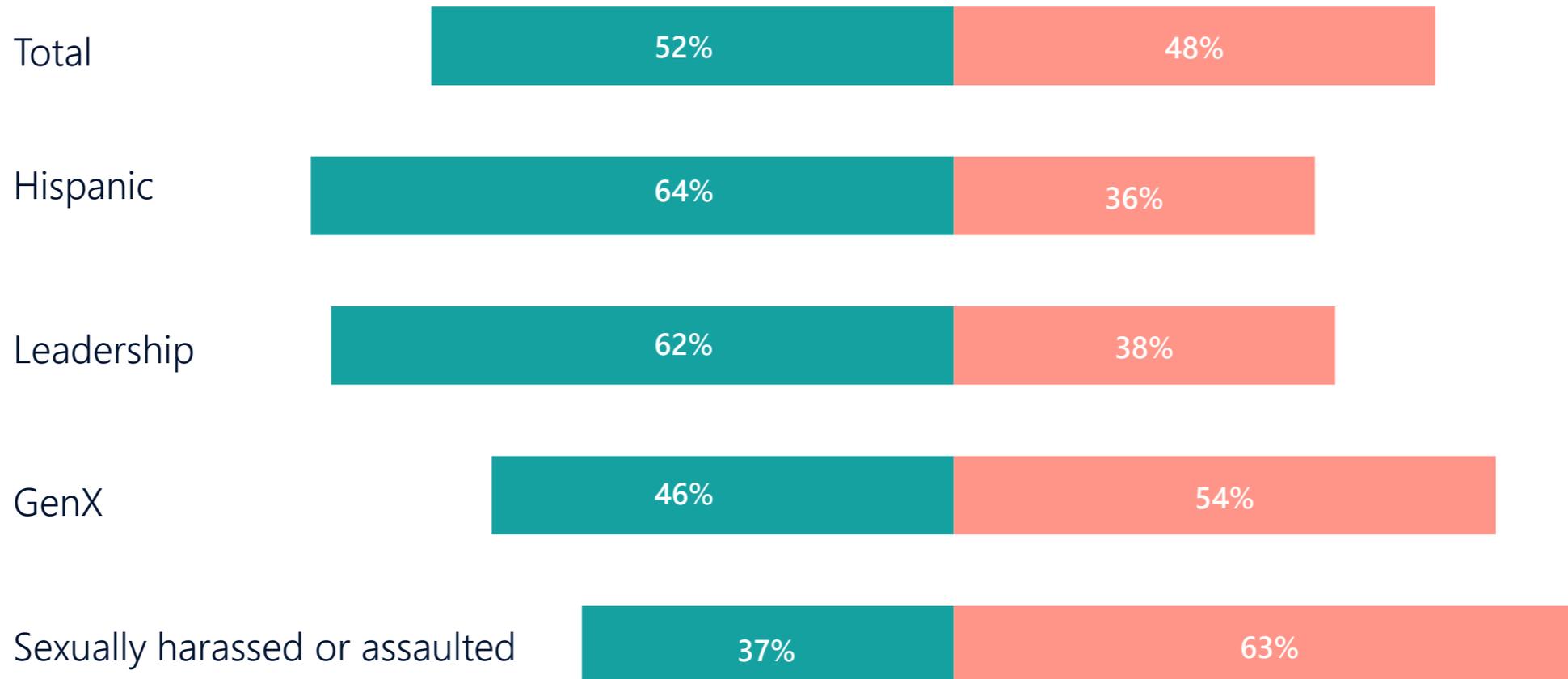
Employees who work part-time or hourly are even more likely to turn to a direct manager and not HR

Many American workers do not believe their HR department has employees' best interests in mind

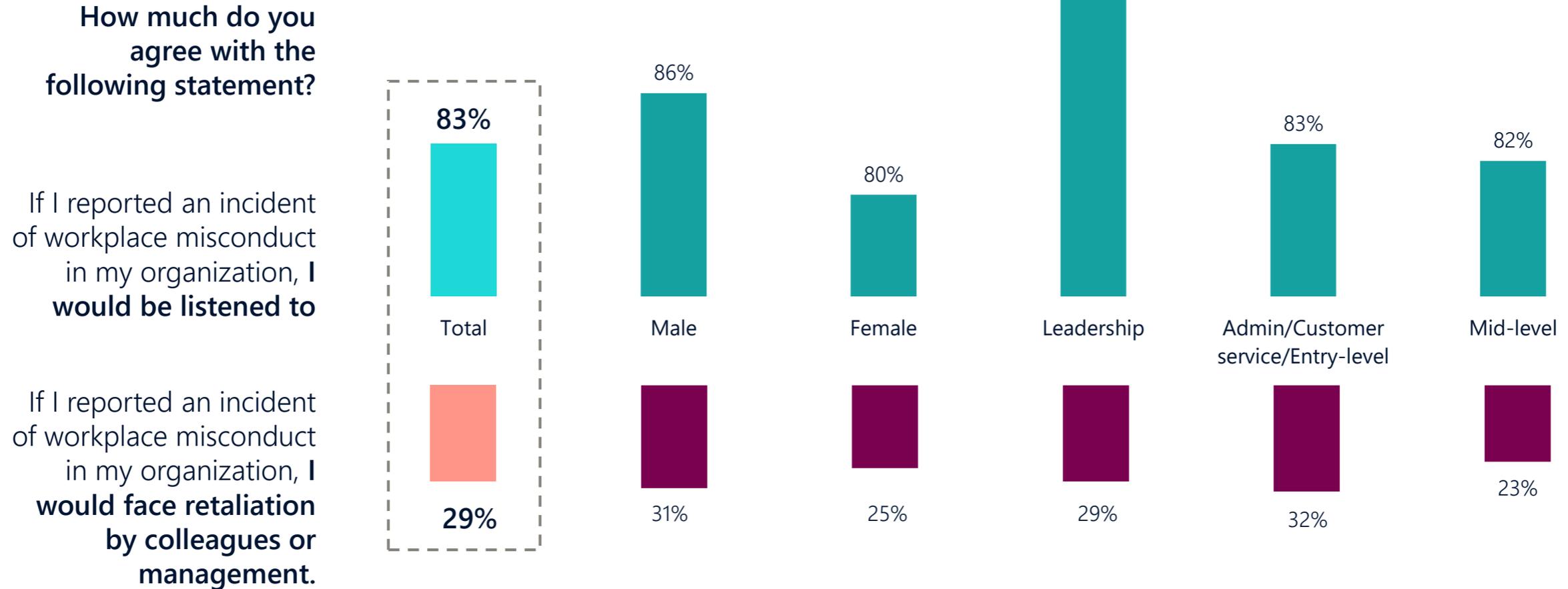
Which statement do you agree with most?

The human resource department at my organization **has employees' best interests in mind and always works to protect employees first.**

The human resource department at my organization **ultimately represents the company and will prioritize the company over employees.**

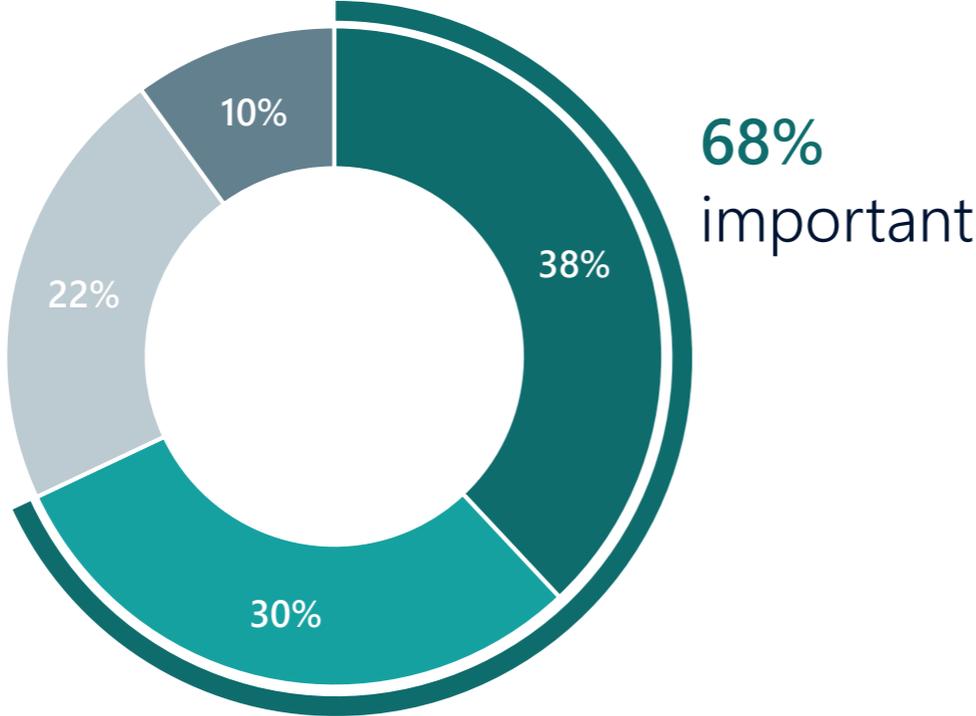


Nearly 1 in 3 believe they would face retaliation if they reported an incident of misconduct



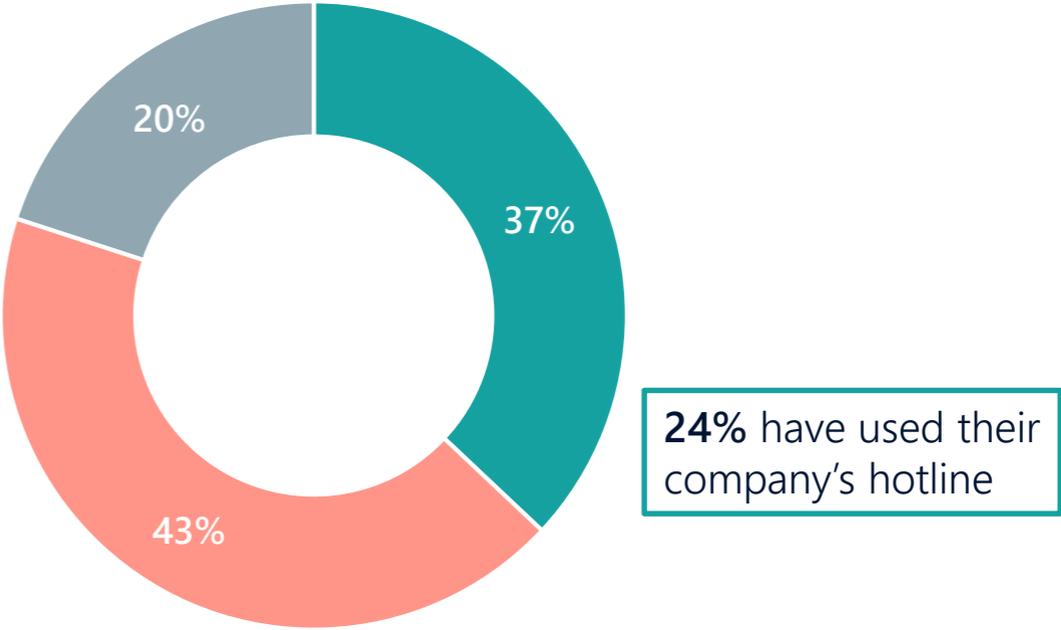
Two-thirds believe an anonymous hotline is important, but only one-third say they have access to one

How important to you is it that your company have an anonymous hotline?



- Very important
- Somewhat important
- Not too important
- Not at all important

Does your company currently have an anonymous hotline?



- Yes
- No
- Unsure

24% have used their company's hotline

One firm.
Globally.

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