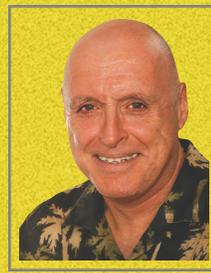# # 1237 Would You Report Workplace Misconduct?

If you witnessed misconduct in the workplace, would you report it? A survey asked a quarter-million workers this question, and the answers may be surprising. I'm Jerry Roberts and I've got 'em, next, on The Extra Point.

You see something go down where you work that just isn't right. Do you report it to your manager? Do you try to handle it yourself? Do you see it and turn away, not wanting to get involved?

The nonprofit group Ethisphere Institute has released its annual *Ethical Culture Report*, which covers ethical trends in workplace environments. They asked about 250,000 workers about their willingness to report workplace misbehavior.

Before I reveal the responses, here's the breakdown of who participated: 12,000 Gen Z members, 84,000 millennials, 116,000 Gen Xers, and 38,000 baby boomers.

They asked workers to recall the pandemic period, if they witnessed misconduct at work, and if they reported it.

In general, respondents who did see things take place said that they were willing to report workplace misbehavior, yet often let it slide and not bring it to the attention of management.

This was especially true for Gen Z, workers 25 years old and younger. According to the survey, 38.9% of Gen Z respondents said they did not report misconduct when they observed it, despite their professed willingness to report it.

31.8% of millennials saw misconduct and did not report it, while Gen Xers and Baby Boomers registered 27.6%.

Harassment and discrimination led the list of misconduct that respondents reported post-pandemic, followed by bullying, which was the type of misconduct that increased most pre-to-post-pandemic. Rounding out the top five

types of misconduct were retaliation, fair employment practices, and conflicts of interest

Maybe you're asking the question, "why is Gen Z least likely to report misconduct?" If you're tempted to chalk it up to those folks being too scared to report things, or that they just don't care, then what Ethisphere's finding may be surprising.

They report says the younger the generation, the less likely they are to have confidence in their employer's anti-retaliation policies and procedures. In other words, they don't believe their company can or will protect them from an aggressor who seeks to get back at them.

55.5% of Gen Z respondents who witnessed workplace misconduct said they did not report it because they didn't believe corrective action would be taken.

47.1% said they worried about retaliation for reporting misconduct.

41.2% said they feared they wouldn't remain anonymous after reporting.

40.1% said they didn't feel comfortable in reporting on employees who were senior to them.

21% said they were afraid that reporting misconduct would hurt their team members.

To the best of our knowledge, the survey was not conducted with any Guam workers. That being said, I have no reason to suspect that our island has escaped the problem.

My guess is that unreported misconduct is a considerable problem, both in the private sector as well as government.

What would help bring improvement? I can suggest some or all of the following:

(Con't.)

- Talk about it openly
- Reaffirm company policies. If you have no such policies, create them.
- Make it clear what you have a zero tolerance for, and the discipline that will follow.
- Make sure workers understand that they will be protected if they make a report. From the CEO to the newest hire, everyone must be on the same page.

Give workers the confidence to step up and help make your workplace safer for everyone. Then, honor them by living up to your promises when they do.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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