

2014 Ethics Summit



**Whistleblower Protection:  
Why it's Important to  
Good Government and  
How it Works**



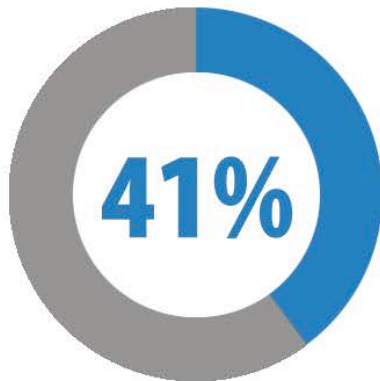
# Whistleblower Protection

## Insights from Research

Patricia J. Harned, Ph.D., Ethics Resource Center

# Observed Misconduct in the Private Sector

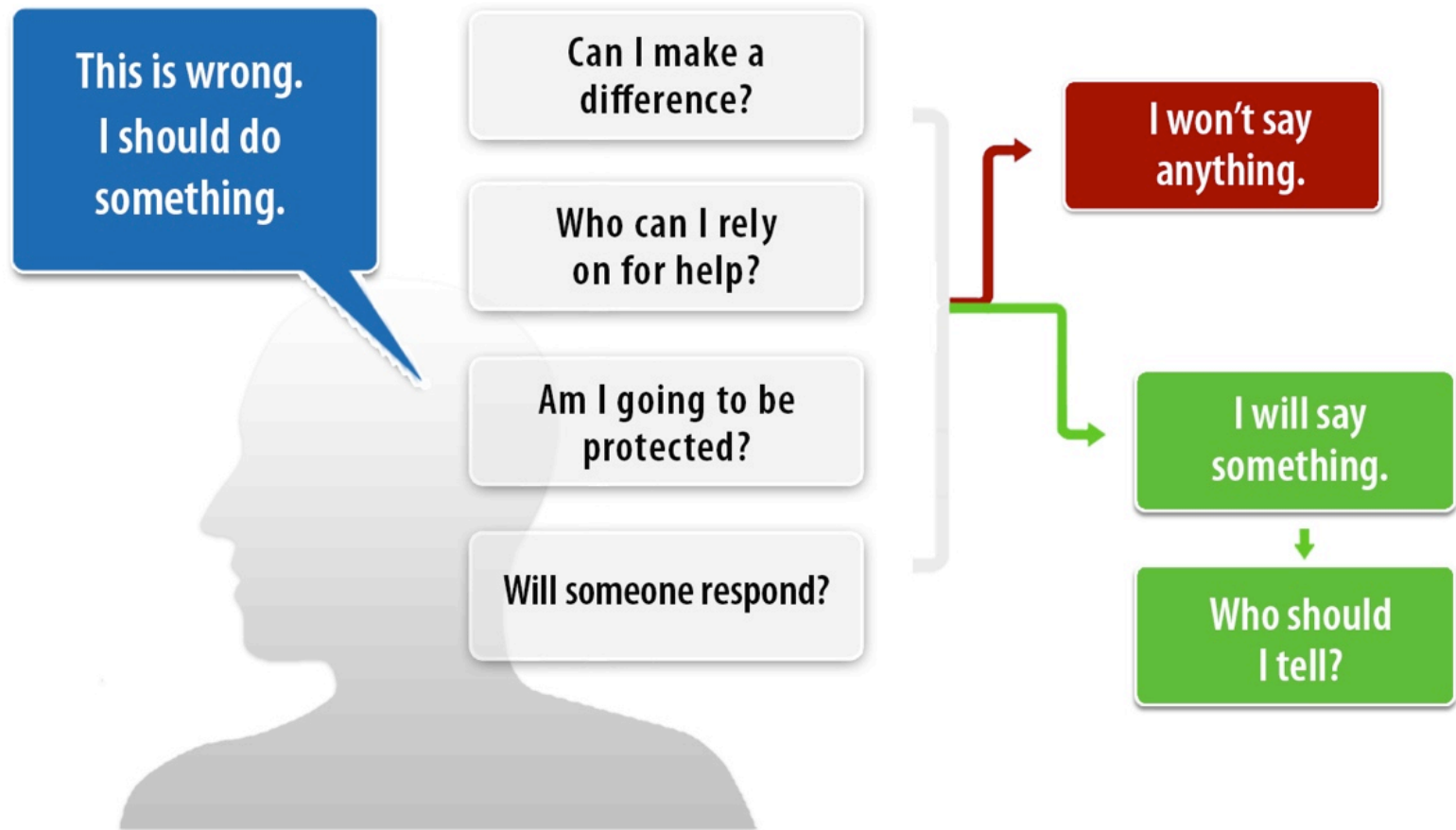
## OVERALL OBSERVED MISCONDUCT



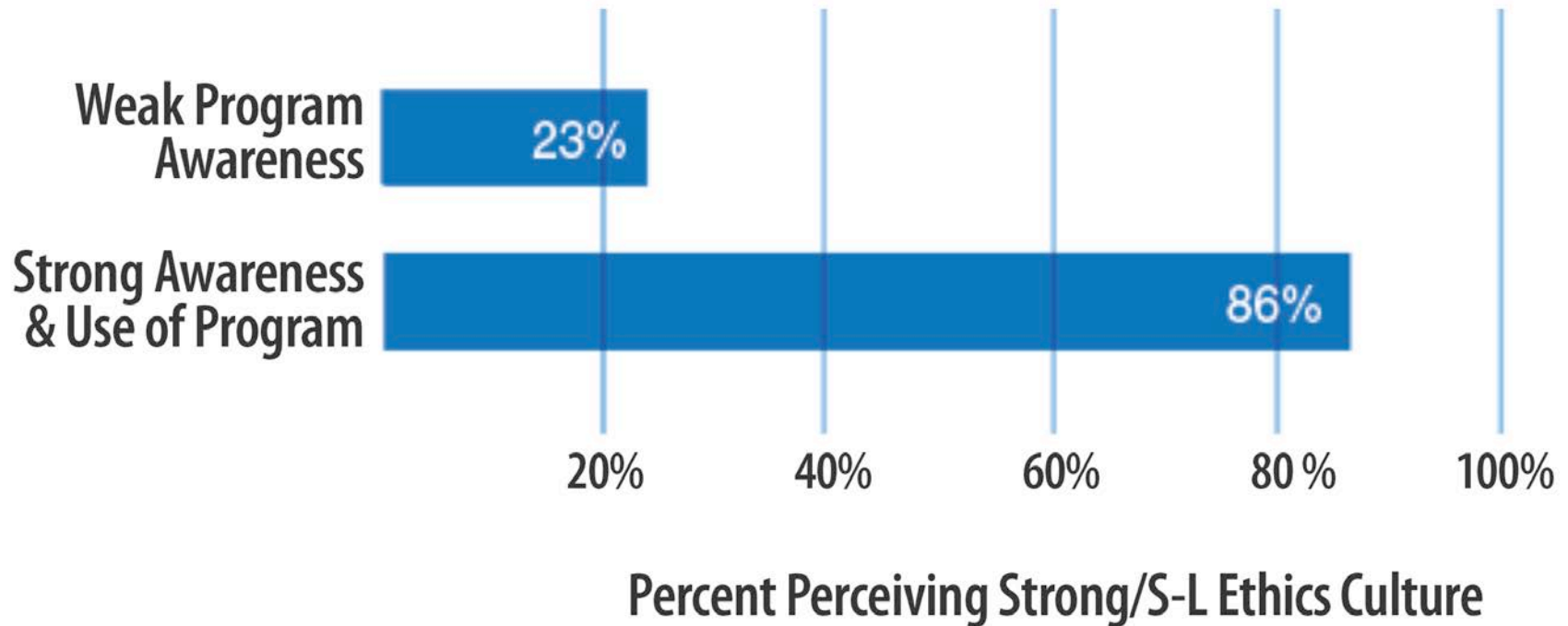
- 18%** Abusive behavior or behavior that creates a hostile work environment
- 17%** Lying to employees
- 12%** A conflict of interest – that is, behavior that places an employee's interests over the company's interests
- 12%** Violating company policies related to Internet use
- 12%** Discriminating against employees
- 10%** Violations of health or safety regulations
- 10%** Lying to customers, vendors, or the public
- 10%** Retaliation against someone who has reported misconduct
- 10%** Falsifying time reports or hours worked

Data from the 2013 NBES®

# Inside the Mind of a Whistleblower



# To Encourage Reporting, Explain the Process



Data from the 2011 NBES®

# The Difference Leadership Makes

**ERAs**  
ethics-related  
actions

Provides satisfactory information about what is going on in company.

Can be trusted to keep promises and commitments.

Would be held accountable if caught violating company's ethics standards.

Sets a good example of ethical behavior.

## WHEN LEADERS & MANAGERS SHOW ERAs...

38%

More employees  
report when SENIOR LEADERS  
demonstrate ERAs

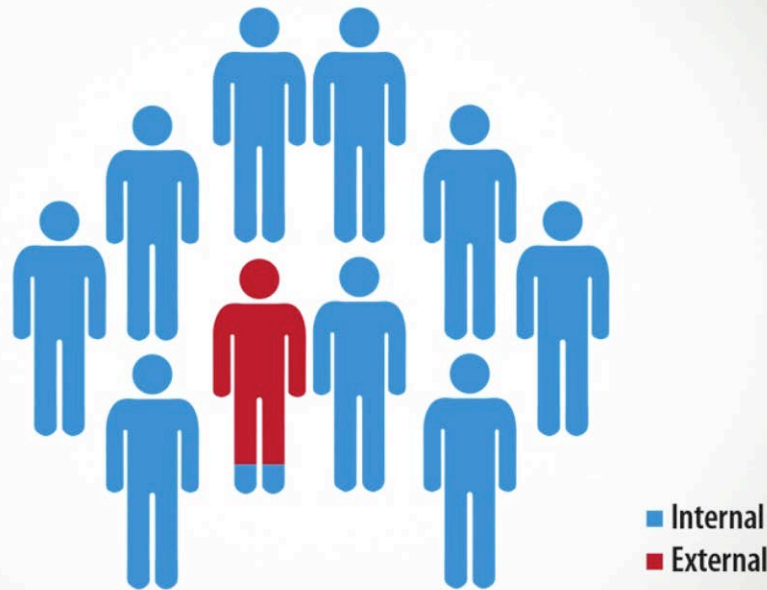
32%

More employees  
report when SUPERVISORS  
demonstrate ERAs

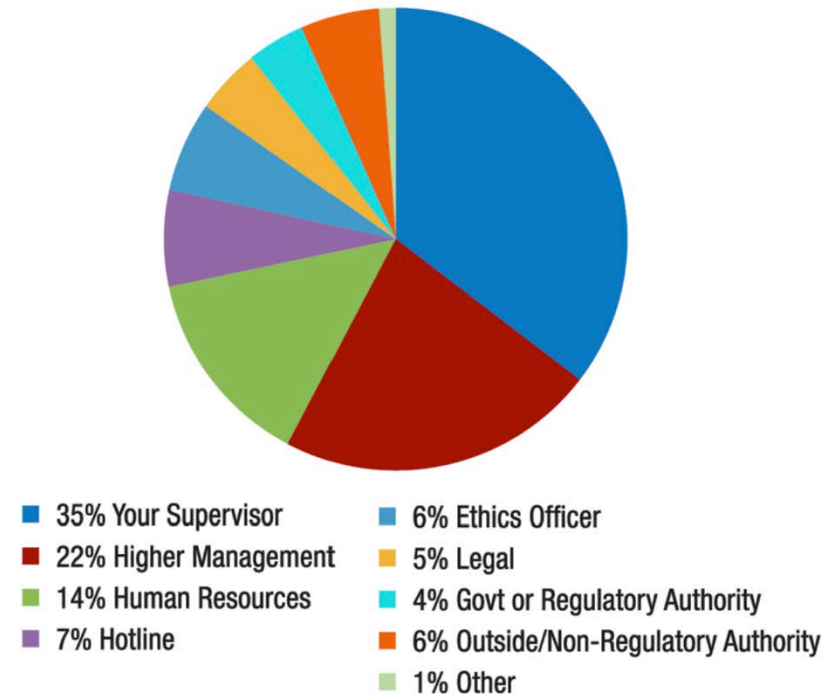
Data from the 2013 NBES®

# The Critical Role of Supervisors

More Than 9 in 10 Reporters Tell Company First

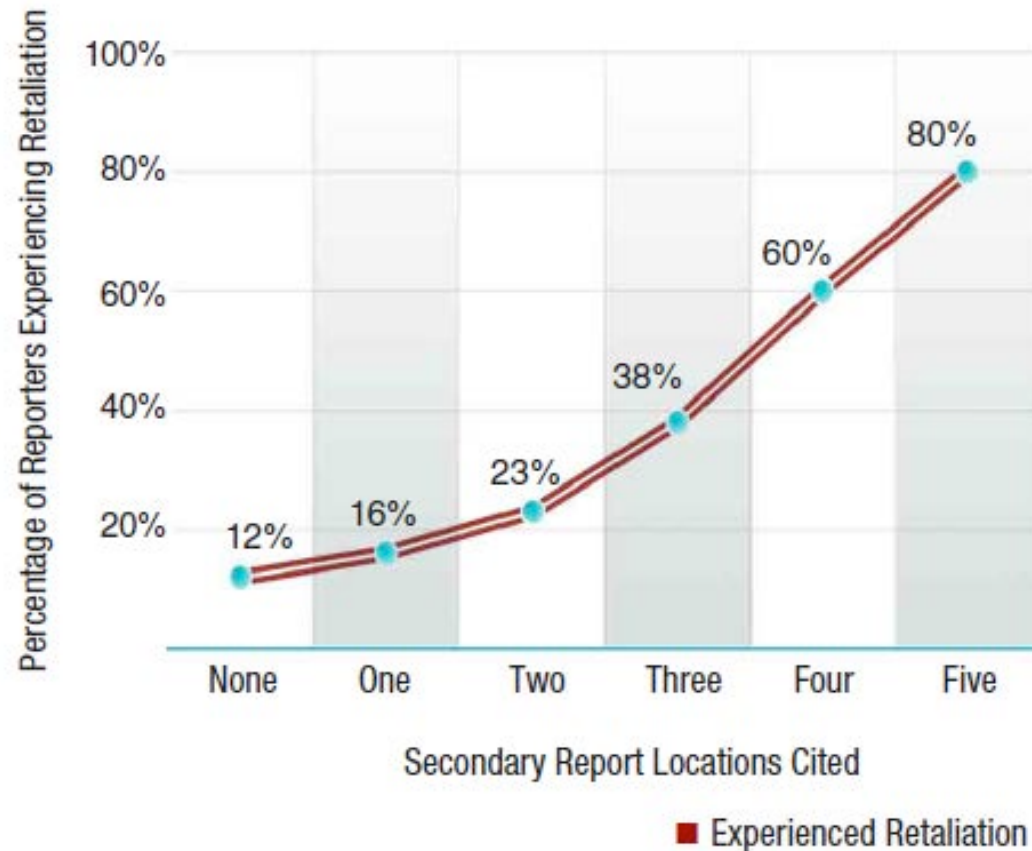


## Recipients of Initial Reports



Data from the 2013 NBES®

# Retaliation Increases w/No. of Locations

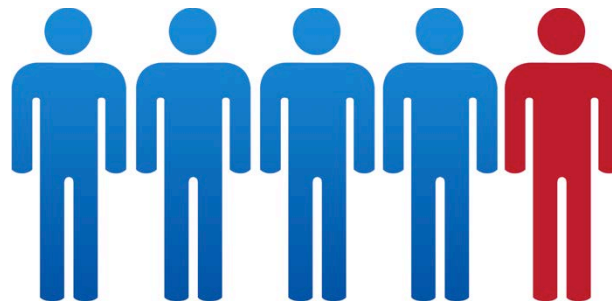


Data from the 2011 NBES®



# Fear, Distrust & Dissatisfaction Drive External Reporting

- 50%** The problem was ongoing & I thought someone from outside could stop it.
- 45%** I did not trust anyone in my company.
- 40%** I was retaliated against after I made my first report inside the company.
- 40%** I was afraid I would lose my job if I did not get outside assistance.
- 36%** My company acted on my report, but I was dissatisfied.
- 29%** My company did not act on my report.
- 22%** I was afraid for my safety.
- 14%** I had the potential to be given a substantial monetary reward.



Only 1 in 5 Employees  
Ever Reports Outside  
the Company

Data from the 2013 NBES®



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