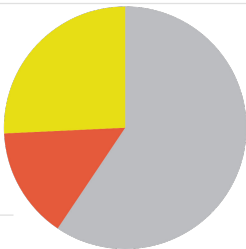
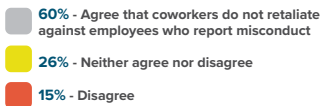


Many Employees Are Not Confident That Whistleblowers Are Safe From Retaliation by Coworkers

While the majority of employees globally agree that reporters are safe from retaliation by their coworkers, others are less sure.



Why Does This Matter?

Retaliation and fear of retaliation are obstacles to reporting: A problem that isn't reported is a problem that won't be solved, and is likely to grow and fester. But, when employees feel safe, they are more likely to report misconduct, raise concerns, address uncertainty, and bring forward new ideas.

What Should You Do?

Support reporters and prevent retaliation by having clear reporting and anti-retaliation protocols, ensuring confidentiality, and acting swiftly and decisively on reports. Furthermore, leaders should support the message that reporting misconduct is not "snitching," but a courageous act that prevents further problems, promotes safety, upholds values, and advances purpose.

Links to ECI Resources



[Talking the Walk #29 & 30](#)



[Barriers to a Speak-Up Culture and the Risks of a Silent Workforce](#)



[Inside the Mind of a Whistleblower](#)

¹ A global median of 15% of employees who do not report misconduct they observe cite fear of retaliation from their coworkers as a deterrent to reporting.

² Based on the global medians, employees who agree that their coworkers do not retaliate against reporters are 15% more likely to report misconduct they observe.