

# When Leaders Are Held Accountable and Take Responsibility, Reporters Are More Likely to Speak Up in the Future

*Employees are more likely to report again if they strongly agree accountability is present.*

Reporters are approximately 2X more committed to future reporting if leaders are held accountable and accept responsibility. Beliefs about supervisors are particularly powerful.

## Reporting Rates



## Why Does This Matter?

Ensuring that those who have already chosen to report would do so again is “low hanging fruit” when it comes to promoting a speak-up culture. When those who have spoken up continue to, it benefits the organization and promotes a culture of transparency and adherence to organizational values.

## What Should You Do?

- Promote reporting by ensuring that appropriate action is taken when misconduct occurs and, on an ongoing basis, by creating an atmosphere where leaders acknowledge, own, and address problems.
- Communicate regularly with reporters both throughout and after the reporting process so they are aware of the difference they make (and kept safe from retaliation).

## Links to ECI Resources



[Taking the Walk Case #20: Some \(Re\)Assembly Required](#)



[Accountability: Accepting and Ensuring Responsibility](#)



[Encouraging Employee Reporting Through PROCEDURAL JUSTICE](#)

Note: Data are based on the global median of 42 countries from the 2023 Global Business Ethics Survey® (GBES®).