

Measuring ETHICAL CULTURE

Ethisphere's 2020 Culture Benchmark Data Set



Senior Leadership Talking the Talk, but Not Walking the Walk



Faith in Non-Retaliation Enforcement Has Far-Reaching Implications

- I believe my company **enforces** our non-retaliation policy
- I believe my company **does not enforce** our non-retaliation policy.
- The difference, or the impact of a credible non-retaliation policy

Proportion of respondents answering favorably



91%

Are willing to report misconduct if observed in the future

YET

50%

Respondents that saw something and actually reported it

Gap: Employee Confidence in Reporting

Many employees are confident they are willing to do the right thing if they encounter misconduct at work, but the data suggests more support and communication is needed.

Reasons for NOT Reporting

- Retaliation concerns
- Unsure if misconduct was significant enough to report
- Worried about remaining anonymous
- Lack of faith that corrective action would be taken
- The person involved is senior level

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