

Are You Leading a Respectful Workplace?



Why Does a Respectful Workplace Matter?

A respectful workplace is not only lawful, but is key for building on a company's success and brand. A workplace where employees treat one another with civility and respect is far more likely to function at optimum levels of productivity. On the other hand, a workplace where employees feel disrespected is likely to experience high rates of turnover, low levels of productivity and engagement, and decreased morale.

Signs of a Positive Environment:

- All employees are treated fairly
- Communication is open and civil
- Differences are accepted and valued
- Conflict is acknowledged and addressed
- There is an absence of gossip, rumors, sarcasm, and cliques
- Employees are productive and engaged
- There is a shared mindset around the values, attitudes, and accepted behaviors of the organization
- Leaders are visible, accessible and approachable

Signs of Potential Workplace Issues:

- Employees feel uncomfortable, unappreciated and undervalued
- Employees are afraid to voice their opinions or concerns
- Conflict is not addressed early or presented to leaders
- Turnover is high
- There are no policies in place that address appropriate behavior, harassment and the consequences of violating company policies
- Leaders and/or employees exhibit anger or aggression toward others

Risky Business: The Reality of Respect in the Workplace

- 60%-70% of women have been on the receiving end of sexual harassment on the job
Source: EEOC
- 14% of women and 5% of men report losing work opportunities because of sexual harassment
Source: Center for Work-Life Law
- 20% of American workers report recent abuse or harassment at work
Source: RAND Corporation
- Workplace incivility cost companies \$14,000 per employee due to lost productivity and work time
Source: Journal of Applied Psychology
- An estimated 1% to 3% of individuals within an organization have the potential to become deviant, dysfunctional, or dangerous
Source: Harvard Business Review
- 62% of employees reported being treated unfairly at work at least once a month in 2016—a 16% increase from 1998
Source: Christine Porath, Cycle to Civility, Georgetown University, 2016
- 70% of women who experience sexual harassment at work don't bring it to their employer's attention
Source: EEOC
- 82% of women and 74% of men report hearing sexist comments at work
Source: Center for WorkLife Law
- 28% of women and 8% of men reported unwanted sexual or romantic attention or touching at work
Source: Center for WorkLife Law

Take the Steps to Manage Your Workplace Culture Today

At **CCI Consulting**, we work closely with companies of all sizes and industries to help them develop and maintain a culture of respect and trust in their workplace and avoid potential liability. From conducting effective workplace investigations to delivering in-person training, we take a sustainable, tailored approach to ensure we develop a desired workplace culture that aligns with your company's values, ideals, and policies. **To learn more about how CCI Consulting can help you successfully create a culture of respect in your workplace, contact us at 610-941-4455 or 1-800-214-7537.**