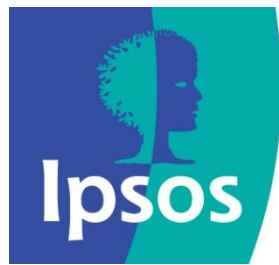


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Form of Workplace Misconduct; One in Five (17%) Cite
Witnessing Privacy Violations**

*Less than Half (48%) of Those Who've Witness Misconduct Have Actually
Reported It*

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Four in Ten (42%) Employed Canadians Have Observed Some Form of Workplace Misconduct; One in Five (17%) Cite Witnessing Privacy Violations

Less than Half (48%) of Those Who've Witness Misconduct Have Actually Reported It

Toronto, ON – A new study on business ethics in the Canadian workplace reveal that a sizeable portion of full-time Canadian employees have witnessed misconduct in their place of work, according to a new survey conducted by Ipsos Reid on behalf of ClearView Strategic Partners Inc.

The data reveal that four in ten (42%) Canadian workers have seen some kind of misconduct in their place of work, while six in ten (58%) have not witnessed any. Of those who witnessed wrongdoing at work, 48% did not report the misconduct. This reveals a deficit between the number of employees who are witnessing misconduct and those who are actually reporting it.

The following table outlines in full the types of workplace misconduct Canadian employees have seen, the proportion of respondents who witnessed misconduct, and the number of those who witnessed wrongdoing and reported it:

<u>Type of Workplace Misconduct</u>	<u>% Witnessed</u>	<u>% Reported</u> (among those who've witnessed)
Misuse of company property (e.g. misuse of confidential information, customer or employee privacy breach)	28%	24%
Harm to people (e.g. abusive behaviour, lying to employees, discrimination, health or safety violations, sexual harassment, etc.)	25%	23%
Privacy violations (e.g. misuse of confidential information, customer or employee privacy breach)	17%	16%
Fraud (e.g. stealing, falsifying time sheets/expense reports, employee benefits violations)	17%	15%
Conflicts of interest (e.g. insider trading)	13%	9%
Environmental violations (e.g. dumping of hazardous waste, violating environmental standards)	12%	9%
Misrepresenting company results (e.g. misrepresenting financial records)	11%	7%
Bribery and corruption (e.g. illegal political contributions, offering/accepting kickbacks or bribes)	9%	4%
None of the above	58%	48%

The fact that nearly half of working Canadians are reluctant or unable to report workplace misconduct that they witness is a fact in stark contrast to a majority who reveal that they would feel obligated to report any workplace wrongdoing should they witness it. Six in ten (62%) indicate that they would feel an obligation or responsibility to report any activity they witnessed in their workplace that they think is seriously wrong or unethical, while a further half (46%) would feel confident reporting the misconduct to their manager (if it didn't directly involve him or her).

The following table outlines in full what working Canadians would do or expect if they were to see conduct in their workplace they deemed seriously wrong or unethical:

<u>Action/Expectations Against Misconduct</u>	% Agreed
Feel an obligation or responsibility to report the misconduct	62%
Feel confident reporting the misconduct to your manager (if it didn't directly involve him or her)	46%
Expect to see disciplinary measures applied consistently against everyone found breaking the rules	34%
Feel confident reporting the misconduct to senior management (if they were not directly involved)	32%
Feel confident that your report would be properly investigated	31%
Be more likely to report the misconduct if your employer had an anonymous, reporting method, such as a hotline to a neutral 3 rd party organization	28%

Be concerned about retaliation or negative consequences if you reported the misconduct	23%
None of the above	9%

A sizeable portion of working Canadians feels significant pressure to deliver results or to compromise personal values or ethics.

A significant percentage of working Canadians say that results in their organization come before everything else. One in three (33%) ‘agrees’ (12% strongly/21% somewhat) that ‘in my workplace, delivering results is more important than doing the right thing’, while six in ten (59%) ‘disagree’ (36% strongly/23% somewhat) with this assessment and one in ten (8%) aren’t sure.

Two in ten (22%) ‘agree’ (7% strongly/15% somewhat) that ‘I feel that I have to compromise my own personal ethics or values to keep my job’, although seven in ten (69%) ‘disagree’ (50% strongly/20% somewhat) and one in ten (9%) aren’t sure.



These are some of the findings of an Ipsos Reid survey conducted between June 7th to 11th, 2013, on behalf of ClearView Strategic Partners Inc. For this survey, a sample of 1,054 Canadians who are employed full-time from Ipsos' Canadian online panel was interviewed online. Weighting was then employed to balance demographics to ensure that the sample's composition reflects that of the adult population according to Census data and to provide results intended to approximate the sample universe. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll is accurate to within +/- 3.4 percentage points had all Canadians who are employed full-time been polled. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error.

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