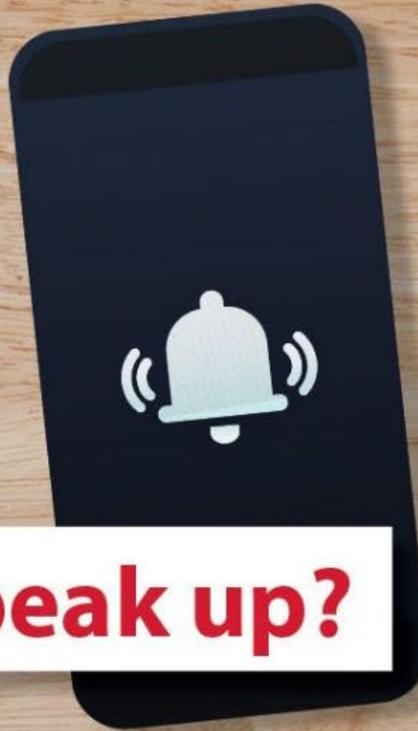
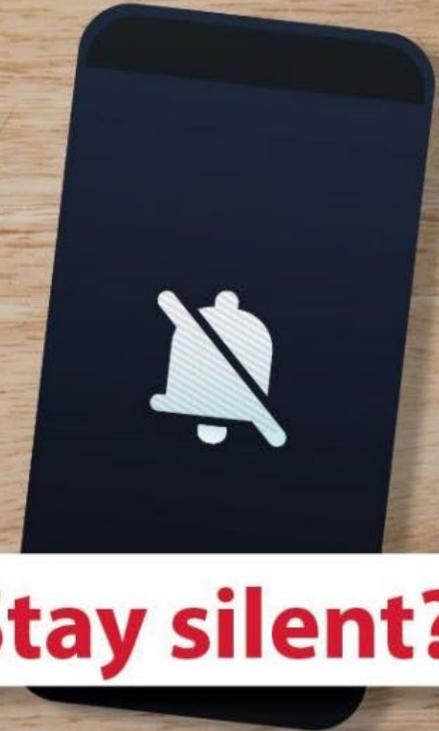


What do you do
when a situation
isn't *right, safe or*
appropriate?



Speak up?



Stay silent?

Speaking Up Survey Results

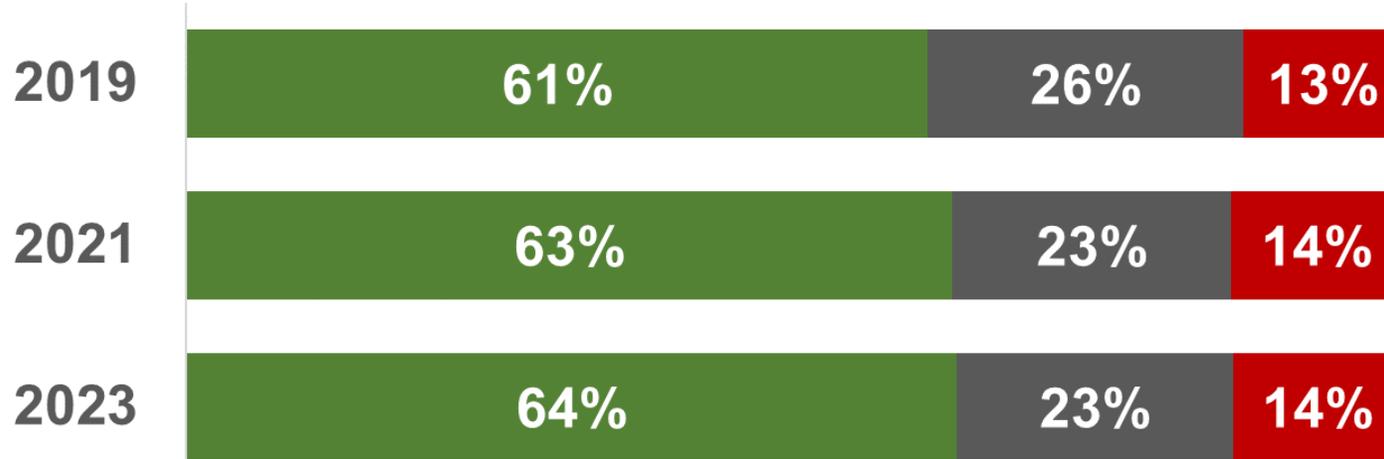
Understanding the Barriers to Speaking Up Highlight

Report Survey Date: 2023 May



Background

I can report on behaviours related to the Code of Conduct without fear of retaliation



- Strongly Agree/Agree
- Slightly Agree/Slightly Disagree
- Disagree/Strongly Disagree

CORPORATE EMPLOYEE SURVEY

14%

of Corporate Employee Survey participants disagree/strongly disagree that they can report code of conduct behaviour without fear of retaliation.

SPEAKING UP PROJECT

Created to help us understand retaliation and other barriers employees face to speaking up.

Main survey questions

The Speaking Up Survey sought to answer these four questions:

01

Do you experience work situations that do not seem right, safe or appropriate?

02

If so, are you speaking up about those situations?

03

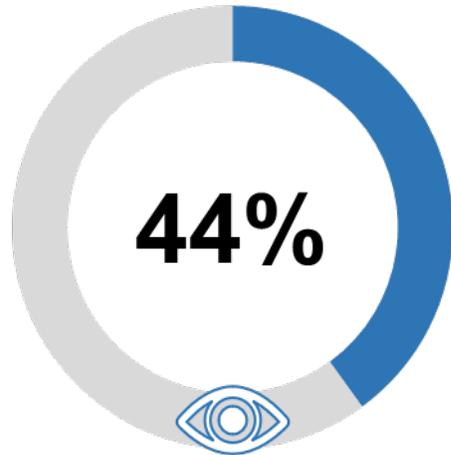
If you aren't speaking up, why not?

04

If you have spoken up in the past, what happened after you spoke up?

Are employees speaking up?

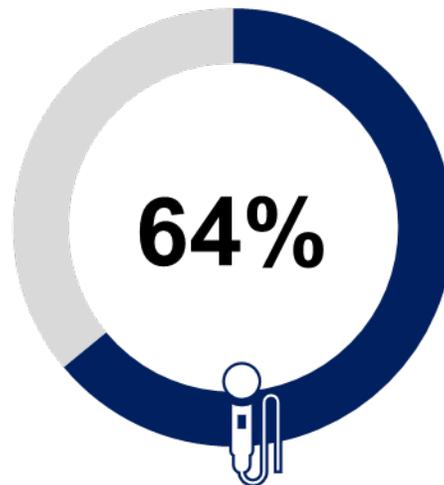
In the last year,



Observed (Yes/Maybe)
a situation that didn't seem right, safe or appropriate



Of those who had concerns



Reported
a situation that didn't seem right, safe or appropriate

Why didn't everyone report?

- ✓ I addressed it myself
- ✓ I knew someone addressed it
- ✓ I had other reasons



These other reasons represent the **barriers to speaking up.**

Why aren't employees speaking up?

Top 5 reasons City employees stay silent:



It wouldn't make the situation better.



It would have a negative impact on your job or future career.



Damage your relationship with your supervisor or another leader.



Favouritism would cause your concerns to be dismissed or not believed.



You wouldn't be taken seriously.

What happened after speaking up?

Participants who reported an incident were asked to identify any negative impacts they believed were caused by reporting.

The top five negative impacts were:



Being treated with disdain, disbelief or dismissed.



Rumours or gossip that harmed your reputation.



To be seen as a “snitch”, “troublemaker” or “too sensitive”.



Less chances for a promotion, a new role or a permanent job.



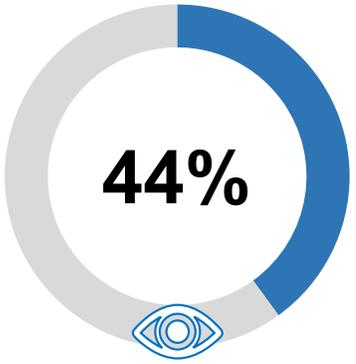
Being left out of work activities or decisions.



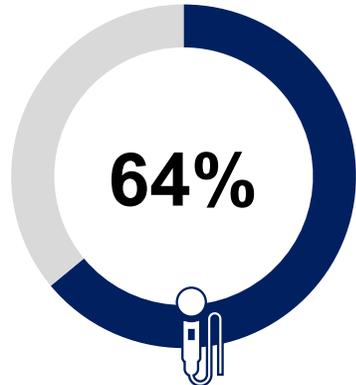
Retaliation - How We Compare



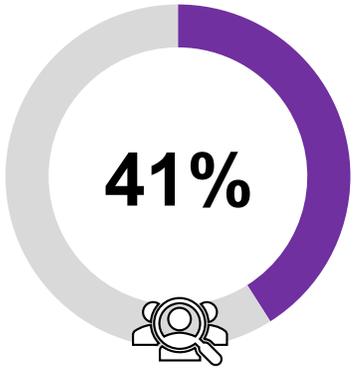
City of
Calgary
Speaking Up
Survey



Observed
misconduct
(Yes/Maybe)

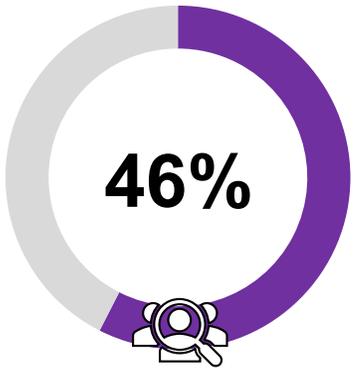
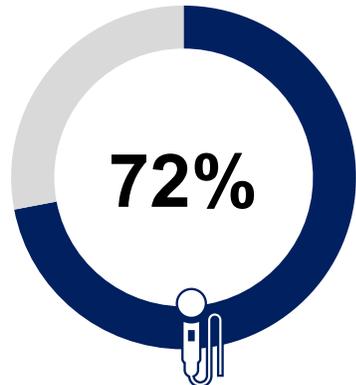
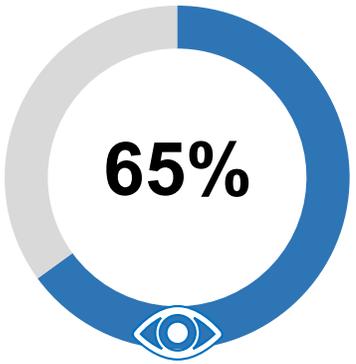


Reported
misconduct



Retaliation
(Yes/Maybe)

Global
Business
Ethics
Survey



Source for global comparison: Global Business Ethics survey results on retaliation. [GBES 2023 - Ethics & Compliance Initiative](#)