RESPECTFUL WORKPLACE AT A GLANCE

The Elements of a Respectful Workplace

There can be some variation in what constitutes a respectful workplace. In fact, soliciting ideas and perceptions from all organizational stakeholders can offer a good starting point for discussions about respect. Some common elements:

- Regard for others and their views
- Safe work environment
- Fair, dignified, respectful treatment for all
- Clear work expectations
- Ethics and integrity are valued and practiced
- Effective listening and clear communication
- Recognition for accomplishments and contributions
- All employees are valued
- Diversity is appreciated and championed
- Conflict is addressed quickly and effectively
- Employees are cooperative and courteous

Key Statistics Related to a Respectful Workplace

- **89%** - Americans who say it is essential for leaders to create respectful, safe workplaces
- **74%** - employees who say workplace culture is important to them
- **58%** – employees who say they'd work for a competitor to find a better workplace culture
- **39%** - employees who say respect and fairness are the most vital attributes of a strong culture
- **53%** - employees who say they'd seek other employment if managers show lack of respect for subordinates
- **62%** – employees who say they are treated rudely at work at least once a month
- **66%** – employees who say their work performance declined because of disrespect; 78% say disrespect decreased their commitment to their employers
- **60.3 million** – U.S. employees affected by bullying at work in 2017
- **25%** – employers who did nothing about workplace bullying in 2017; only 6% punished bullies
- **33% more profitable** – companies with ethnically diverse senior leadership
- **34% higher return to shareholders** – companies with greater numbers of women executives
- **64%** – employees less likely to perceive bias when company leaders are diverse; 87% less likely when leaders are inclusive
- **35%** – employees who say they've suffered non-sexual harassment at work; 17% harassed because of race/ethnicity, 15% for religious beliefs, 13% for sexual orientation, and 13% for their age

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Implications for Organizations: Risks and Benefits

Common Risks of a Disrespectful Workplace

- Decreased individual and organizational performance
- Lower levels of quality and productivity
- Greater turnover
- Lower employee engagement
- Less effective collaboration
- Negative effects on organizational culture (bullying, disrespect, discrimination, etc.)

Leading Benefits of a Respectful Workplace

- Enhanced individual and organizational performance and productivity
- Higher levels of employee engagement and retention
- More effective collaboration
- Improved customer satisfaction and stronger business results
- Positive organizational environment and culture (conduct, diversity, respect, etc.)

About Respectful Workplace Training

- 36% of organizations fail to provide employees with anti-harassment training
- 58% of employees and managers say they haven't been taught how to respond when treated disrespectfully
- 55% of employees say they haven't been trained in constructive responses to behaviors that make them feel uncomfortable
- Top anticipated benefits of Respectful Workplace training:

  - Positive changes in organizational culture
  - Enhanced ability to recognize disrespectful behavior and prevent escalation
  - Reduced talent risk

  - Enhanced employee confidence and greater capabilities to respond constructively to negative behaviors
  - Improved communication
  - Decreased turnover and enhanced engagement

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Statistical Sources: Forbes, Fortune, Harris Poll/Yoh, Hiscox, Pew Research, Proactive Resolutions, Quartz.com, Speakap, Workplace Bullying Institute