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Protect employees from workplace discrimination amid war and geopolitical crisis

By Dian Zhang

Fractured global politics and regional conflicts show no signs of ceasing in 2024, leaving a profound impact on global society. Workplaces are not immune to this impact, as acts of bigotry and harassment fueled by misinformation continue to occur regardless of location.

To better protect employees from the impact of a toxic environment, chief compliance officers should partner with human resources (HR), diversity, equity, and inclusion (DEI) efforts, communications, and legal.

Refrain from changing policies to restrict sensitive discussions

While shuttering debate might seem helpful for avoiding tension, it can alienate employees and customers—especially those from conflict zones or with family ties there.

Instead, clarify that your organization won't punish people for their views unless they cross the line. For instance, by making threats, displaying offensive objects, or interfering with others' work performance based on factors such as national origin, race, color, or religion.

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