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### Three misconduct findings in the post-pandemic workplace

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By Dian Zhang

Workplace misconduct is not disappearing just because large groups of people now work remotely. But how has the COVID-19 crisis affected workplace misconduct? What new challenges have arisen for compliance and ethics professionals?

Gartner ran surveys about misconduct observation and reporting behaviors among employees across all locations, including in-office, remote, and hybrid. Here are three trends that emerged.

#### **1. Nearly one-third of potential noncompliance instances go under the radar**

Misconduct is getting less visible in the new hybrid environment. Gartner found that the percentage of employees who observed wrongdoings declined from 25% (2018 through 2019) to 20% (2020 through 2021).<sup>[1]</sup>

People are also less likely to speak up when observing issues. Forty-one percent of employees said they reported an issue when they saw it from 2018 to 2019, but that number went down to 36% between 2020 and 2021.

Taken together, these differences translate into a 30% overall decrease in the potential instances of misconduct that compliance learns about.

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