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### Microaggressions and the ripple effect on compliance programs

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By Ahmed Salim

Microaggressions—subtle and often unintentional slights or insults—have far-reaching implications beyond individual feelings. They can significantly impact the effectiveness of compliance programs within organizations. The seemingly innocuous nature of microaggressions may lead some to dismiss their relevance; however, when left unaddressed, they can create a toxic workplace culture that undermines the very foundation of a robust compliance framework.

Compliance programs hinge on fostering an environment of trust, transparency, and open communication. Microaggressions, however, erode this foundation by fostering an atmosphere of discomfort and unease among employees. When individuals experience or witness microaggressions, it can erode the trust they have in their colleagues and the organization as a whole. This erosion of trust can manifest in reluctance to report compliance concerns or, worse, in concealing unethical practices due to fear of reprisal.

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