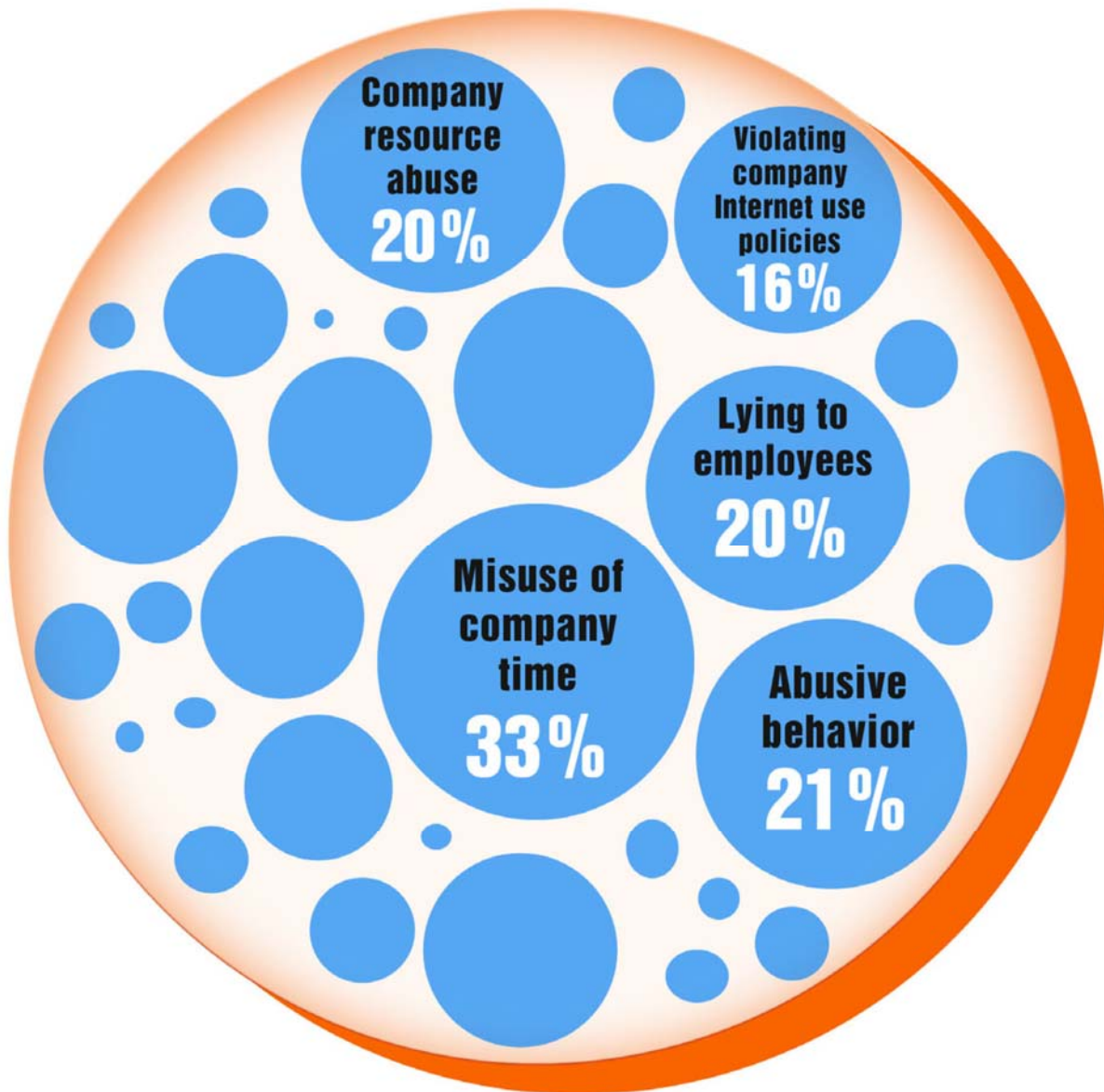


Types of Misconduct Observed by Employees in 2011

Observed Misconduct (Overall)	45%
Misuse of company time	33%
Abusive behavior	21%
Lying to employees	20%
Company resource abuse	16%
Violating company Internet use policies	16%
Discrimination	15%
Conflicts of Interest	15%
Inappropriate social networking	14%
Health or safety violations	13%
Lying to outside stakeholders	12%
Stealing	12%
Falsifying time reports or hours worked	12%
Employee benefits violations	12%
Sexual harassment	12%
Employee privacy breach	11%
Substance abuse	11%
Poor product quality	10%
Improper hiring practices	10%
Misuse of company's confidential information	7%
Environmental violations	7%
Customer privacy breach	7%
Improper contracts	6%
Contract violations	6%
Accepting kickbacks or bribes	5%
Offering potential clients bribes/Improper payments	5%
Misuse of competitor's information	5%
Misrepresenting financial records	5%
Falsifying expense records	5%
Software piracy	5%
Offering public officials bribes/Improper payments	4%
Anti-competitive practices	4%
Insider trading	4%
Illegal political contributions	4%

TOP FIVE MOST FREQUENTLY OBSERVED TYPES OF MISCONDUCT IN 2011



Source: 2011 National Business Ethics Survey: Workplace Ethics in Transition, Ethics Resource Center (ERC). Available free on line from ERC or e-mail (UNI) Geraldine.Perreault@gmail.com.