This chart is adapted in part from *Organizational Communication: Theory, Research, and Practice*: "Chapter 2.2: Business Ethics". This book has been used under the terms of a Creative Commons Attribution-Non Commercial-Share-Alike License 3.0 without attribution, as requested by the work's original creator or licensee. This chart also uses survey data from the 2007, 2008, and 2009 Deloitte *Ethics & Workplace* surveys, published by Deloitte LLP and available online at http://www.deloitte.com.

## Employee Responses to Top 12 Business Ethics Issues

| Business Ethics Issue | % of Employees Who Agreed |
|---|---|
| **1. Stealing** | |
| **Taking office supplies for personal use is ethically acceptable on some level.** | **30%[i]** |
| **Taking a sick day when one is not actually ill is ethically acceptable on some level.** | **66%[ii]** |
| **Using company technology for personal use in the workplace is ethically acceptable on some level.** | **72%[iii]** |
| **I have misused company finances.** | **4%[iv]** |
| **I use social networking websites for personal reasons during work hours.** | **15%[v]** |
| **2. Lying [vi]** | |
| **I have lied about the number of hours I've worked.** | **13%** |
| **3. Fraud and Deceit [vii]** | |
| **I have taken credit for another person's accomplishment.** | **6%** |
| **4. Bribes, Payoffs, and Kickbacks [viii]** | |
| **People make unethical decisions in the workplace because of financial rewards (e.g., the prospect of a bonus or salary increase).** | **44%** |
| **5. Concealed Information [ix]** | |
| **If my employer did something that I didn't agree with, I would comment about it online.** | **15%** |
| **6. Unfair Advantage (Cheating)** | |
| **When it comes to exercising flexible work options, leaders set different rules for themselves.** | **50%[x]** |
| **I have engaged in biased treatment of individuals due to personal relationships, not performance.** | **20%[xi]** |

| | |
|---|---|
| **7. Personal Decadence** [xii] | |
| I have never observed my supervisor set personal examples of negative ethical behavior. | **33%** |
| Coming into work hungover is ethically acceptable on some level. | **24%** |
| **8. Interpersonal Abuse** [xiii] | |
| Telling a demeaning joke (e.g., anti-gay, racist) is ethically acceptable on some level. | **25%** |
| I have harassed a fellow employee. | **9%** |
| **9. Organizational Abuse** [xiv] | |
| My job does not offer me sufficient opportunities to meet my work-life balance needs. | **30%** |
| High levels of stress cause conflict between my work responsibilities and my personal priorities. | **28%** |
| An inflexible job schedule causes conflict between my work responsibilities and my personal priorities. | **13%** |
| **10. Rule Violations** [xv] | |
| My personal values conflict with my company's core values, and this causes conflict between my work responsibilities and my personal priorities. | **9%** |
| Dating a subordinate is ethically acceptable on some level. | **57%** |
| **11. Contribute to Unethical Acts** [xvi] | |
| If I observed unethical behavior in the workplace, I would: | |
|     • do nothing. | **17%** |
|     • tell my direct supervisor. | **42%** |
|     • call the company's anonymous ethics helpline/hotline. | **17%** |
|     • contact someone outside the company. | **4%** |
| **12. Moral Balance** [xvii] | |

| A company's values can promote an ethical workplace environment. | 87% |
|---|---|

## Notes

[i] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 16.

[ii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 16.

[iii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 16.

[iv] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 17.

[v] "Social Networking and Reputational Risk in the Workplace: Deloitte LLP 2009 Ethics & Workplace Survey Results" (Deloitte LLP, 2009), 11.

[vi] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 17.

[vii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 17.

[viii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 10.

[ix] "Social Networking and Reputational Risk in the Workplace: Deloitte LLP 2009 Ethics & Workplace Survey Results" (Deloitte LLP, 2009), 7.

[x] "Transparency Matters: Deloitte 2008 Ethics & Workplace Survey Results" (Deloitte LLP, 2008), 10-11.

[xi] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 17.

[xii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 14, 16.

[xiii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 16-17.

[xiv] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 5-6.

[xv] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 6, 16.

[xvi] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 17.

[xvii] "Leadership Counts: 'Deloitte & Touche USA 2007 Ethics & Workplace' Survey Results" (Deloitte LLP, 2007), 12.

*Source URLs:* http://www.saylor.org/site/wp-content/uploads/2013/03/BUSEthics2.2.pdf.
*Saylor URL:* http://www.saylor.org/bus208

Adapted from the text *Organizational Communication: Theory, Research, and Practice*: "Chapter 2.2: Business Ethics," and the 2007, 2008, and 2009 Deloitte *Ethics & Workplace* surveys, published by Deloitte LLP and available online at http://www.deloitte.com.