Harassment, Ethics and a Respectful Workplace

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Reports of harassment and discrimination increased. Navex published year over year data for harassment and discrimination reports for the first time this year. The impact of the #MeToo movement is evident in our data and matches the EEOC trends.
Treat your colleagues with dignity and respect, even if you disagree with them. Enforce a zero tolerance policy for offensive communications, actions or gestures.

Create a *Respectful* Workplace

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**Be at Your Best**

- Professional and courteous
- Good listener
- Team player
- Role model
CULTURE

Is the tone at the top
- Strong
- Visible
- Explicit

Does the compliance team have
- Stature
- Funding
- Resources

EDUCATION

Are the company’s training and communications
- Delivered frequently
- Given to third parties
- Practical: tell “what to do”
- Practical: tell “who to call”
Understand Sexual Harassment Hot Spots
Power imbalances are the primary driver of workplace sexual harassment

- Address the issue at all position levels
- Address all forms of harassment
- Communicate effectively about the issue

GOVERNANCE

ARE THE COMPANY’S POLICIES AND PROCEDURES

IN WRITING

UNDERSTANDABLE

EASILY FINDABLE

TRANSLATED/LOCALIZED

REVIEWED & UPDATED OFTEN
Key Policies

- Code of Conduct
- Open Door
- Non-retaliation

Respect is earned; honesty is appreciated; trust is gained; loyalty is returned.
Unknown

ACCOUNTABILITY

Does the company consistently and fairly:
- Reward good behavior
- Punish bad behavior
- Hold third parties accountable
Tie Incentive Compensation to Good Behavior Goals

- Mentor an employee with a different background or experience from your own
- Volunteer at a local diversity council or Employee Resource Group
- 100% team completion of compliance and ethics training

HR - Compliance - Legal

R - Responsible
A - Accountable
C - Consulted
I - Informed