

Misconduct prevention tactics

Six initiatives to turn **policy** into **protection**



Accountability: Same rules for everyone

Equal consequences for everyone are the most effective way to prevent unwelcome behavior. Apply them consistently — no exceptions.



Protection: Retaliation-free reporting

If employees expect backlash for speaking up, they'll stay silent. Promise and provide protection — treat retaliation as misconduct.



Leadership example: Setting the norm

Leadership behavior defines the line between what's written in policy and what actually happens. What leaders model becomes the standard.



Manager evaluation: Team well-being

Tie managers' performance to psychological safety and respect on their teams. Set clear behaviors, then evaluate against them.



Compliance training: Real-life scenarios

Better compliance training can reduce misconduct. That means training grounded in realistic scenarios that teach practical skills.



Early intervention: Step in sooner

If incivility and disrespect go unaddressed, they spread and become normal. Early intervention breaks the cycle before misconduct escalates.

Source: TalentLMS research report — [Do U.S. employees feel protected at work?](#)