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Author: [REDACTED]

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Subject: [REDACTED]

Thinking "it is just too much work to get involved in" is not atypical behavior. Tone at the top, awareness reminders and role modeling appropriate behaviors go a long way toward giving people the courage to stand up for what's right. For managers (you all), think about the importance of role modeling appropriate behaviors and the "tone at the top" within your sphere of influence.

Thank you [REDACTED]. The head of my organization is more concerned with what people think of him (and it drives him crazy to think someone would have a negative thought of himself) than taking appropriate action. I will give you a brief example:

An employee was called in and questioned as the subject of an internal investigation (I was the investigator). This particular employee was caught lying two times in the one interview. This was documented and disciplinary action recommended (specifically termination). My boss decided to issue only a written reprimand as discipline, and even hesitated to write it up as "Untruthfulness" (which is a terminatable offense in my organization). Much faith was lost during that investigation, quite honestly.

You are right in that it sets the tone for the entire department. "The fish rots from the head down."

Subject: [REDACTED]

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