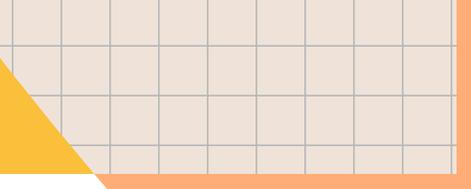


**Mineral™**

# 5 Facts We Know About Anonymous Reporting

How anonymous reporting helps you, your employees, and your organization.





# Introduction

Receiving reports about issues in your workplace can be scary because you don't know what you're going to get. When you add anonymity, the whole process can seem too complicated. We understand the concern but also know anonymous reporting can improve transparency in your business and keep you ahead of costly legal challenges. So we thought we'd share five hard facts about anonymous reporting to simplify everything.

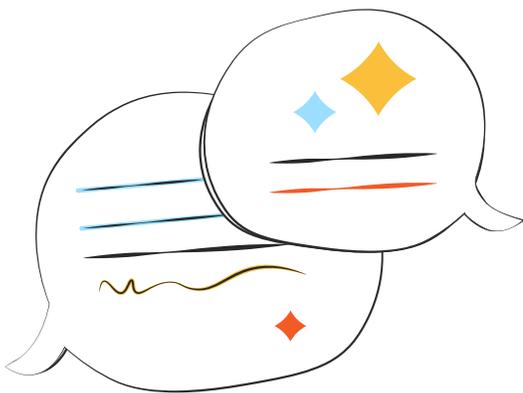
# 1. Anonymous reporting **increases** workplace reporting

Research shows that anonymous reporting increases the number of reports made by employees.<sup>i</sup> More reports are good because they give you more information about what's going on with your employees.



# 2. Anonymous reporting empowers employees to **speak up**

When given the option, 28% of employees choose to report anonymously.<sup>ii</sup> That may seem low. But if you think about it, that's a large percentage of employees experiencing issues that likely include harassment and discrimination, but aren't reporting them.



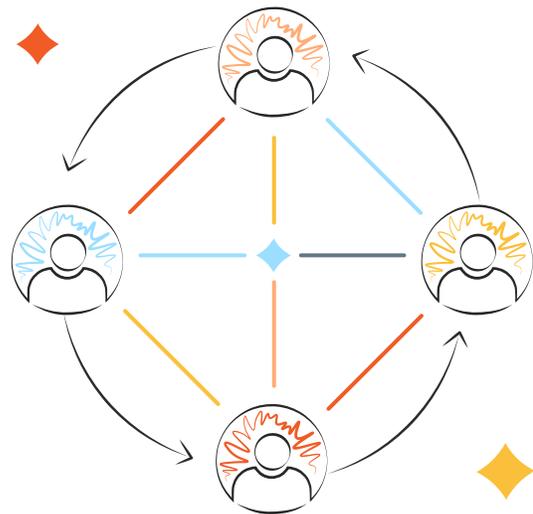
### 3. Anonymous reports contain **more information**

Compared to reports made directly to you, anonymous reports tend to contain more information about the offending conduct.<sup>iv</sup> This is good, because the more information you have, the easier it is to get ahead of issues before they become large problems.



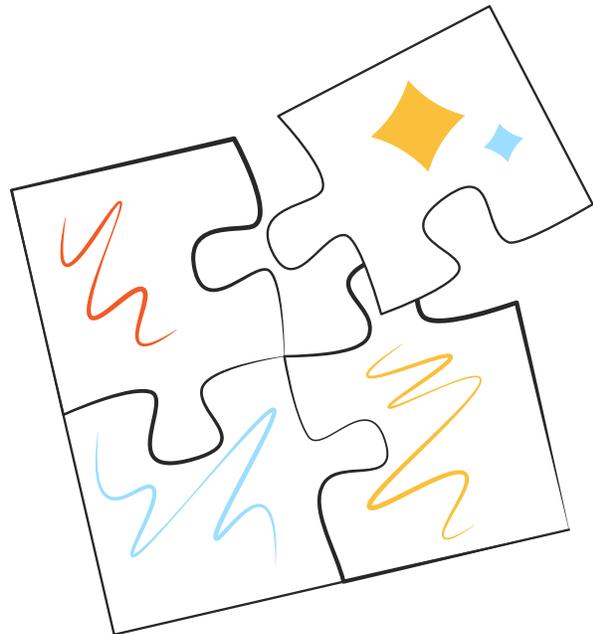
### 4. While anonymous reporting may make it harder to **follow up...**

Following up on an anonymous report is typically more difficult than a direct report because you have to dance around someone's identity.<sup>v</sup> But when you realize that fear of retaliation drives a lot of people to report anonymously,<sup>vi</sup> the report could be important.



## 5. Good news, anonymous reporting doesn't exist in a vacuum

It's all about context. Harassment, discrimination, bullying, and management conflicts may be common, but are deeply personal workplace issues that need to be resolved in a secure and timely manner.<sup>vii</sup> They are also the most common types of anonymous reports.<sup>viii</sup> These issues are solvable if you have the right resources.



With anonymous feedback from employees and patients, I feel we are able to improve our work environment.”

.....  
Health Care Client

# Conclusion

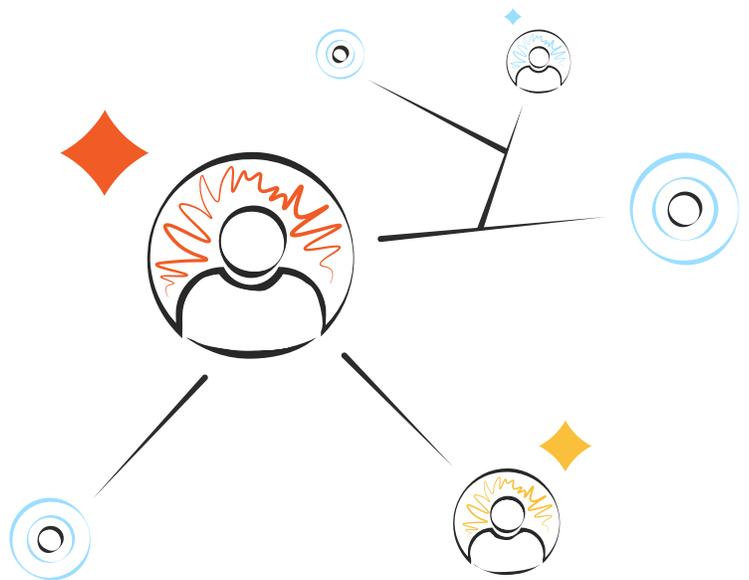
Anonymous workplace reporting creates a space for employees to report any issues that come up, such as safety or harassment, and gives you more control over what's really happening in the workplace.

And you don't have to do it alone. **Anonymous Reporting** allows two-way masked communication between you and the reporter. When you get a report, our experienced Mineral Experts™ can work with you every step of the way and direct you to guides and templates found in HR Compliance Library to resolve it.

## Anonymous Reporting

by Mineral provides a way to manage and take action on anonymous employee incident reports.

[Learn How](#)





# About

We changed our company name from ThinkHR to Mineral™. Our name may have changed, but our commitment to you remains the same. Through a combination of data, technology and human expertise, our proactive solutions take the guesswork out of HR and compliance. To learn more, visit [trustmineral.com](https://trustmineral.com).



# Sources

<sup>i</sup> Zheng, Lily. (October 8, 2020). "Do Your Employees Feel Safe Reporting Abuse and Discrimination?" Harvard Business Review. Found at <https://hbr.org/2020/10/do-your-employees-feel-safe-reporting-abuse-and-discrimination> ("Zheng").

<sup>ii</sup> Stubben, S. & Welch, K. (February 29, 2020). "Evidence on the Use and Efficacy of Internal Whistleblowing Systems." Found at <https://ssrn.com/abstract=3273589> ("Stubben").

<sup>iii</sup> Feldblum, C. & Lipnic, V.A. (June 2016). "Select Task Force on the Study of Harassment in the Workplace." U.S. Equal Employment Opportunity Commission. Found at [https://www.eeoc.gov/select-task-force-study-harassment-workplace#\\_Toc453686303](https://www.eeoc.gov/select-task-force-study-harassment-workplace#_Toc453686303).

<sup>iv</sup> Stubben.

<sup>v</sup> Id.

<sup>vi</sup> Zheng.

<sup>vii</sup> Meglich, P. (n.d.) "Establish A Respectful Workplace To Counteract Interpersonal Workplace Harassment." Journal of Applied Business and Economics. Found at <http://www.m.www.na-businesspress.com/meglichweb.pdf>.

<sup>viii</sup> Stubben.