

Gossiping - TBT

- It goes without saying that we spend a lot of our time at work.
- And, for many of us, connecting with our coworkers can be a big part of the appeal of working here.
- But, when our communications include harmful gossip, it can cost us the respectful, supportive, and productive work environment that I think we all want and strive for.
- Harmful gossip isn't just workplace banter between coworkers or joking around. The gossip I'm talking about includes spreading meanspirited personal rumors, targeting or singling out certain associates, talking about others behind their backs, or talk that is intended to damage someone else's reputation.
- Harmful gossip is the kind of gossip that makes our coworkers feel bad, unwelcome, alienated, or targeted.
- This type of behavior violates the Values and Expectations of 168 which requires that we treat everyone with dignity and respect.
- The reason the Values and Expectations of 168 prohibits the harmful gossip I described is because it can negatively impact our work environment.
- Can you think of some of the negative consequences that workplace gossip can have?
 - Loss of trust and morale;
 - Wasted time;
 - Increased anxiety among employees;
 - Divisiveness;
 - Hurt feelings and reputations.
- If you experience, see, or hear about the kind of harmful gossip I described today, you can report it to me, another supervisor, Human Resources, Legal and Compliance, or use the Company's hotline, which is available on RPM's website and is listed on the Speak Up posters in the plant.
- We will thoroughly investigate all reports.
- Should you have concerns about making a report, the Company prohibits retaliation against associates who make reports in good faith.