

Issue Type Names & Descriptions

#	Name	Description
1	Accounting, Auditing and Financial Reporting	Any intentional misrepresentation of information, undue influence, or independence concerns relating to interactions with external or internal auditors, internal financial controls, or the oversight of audit functions or activities. This includes questionable practices relating to accounting, auditing, or internal financial controls (examples include tax evasion, misstatement of revenues, misstatement of expenses, misstatement of assets, misapplication of accounting principles, inadequate internal controls, and wrongful transactions).
2	Anti-Competitive Behaviour	Reports of possible anti-competitive behaviour. Examples include suppliers agreeing (formally or informally) to fix prices, limit production or supply, rig bids, allocate markets or customers, or collectively boycott customers or suppliers.
3	Bribery and Corruption	Reports of public or private instances of bribery or corruption. Bribery occurs when a person offers money or something else of value – to an official or someone in a position of power or influence – for the purpose of gaining influence over them. Corruption includes dishonest or illegal behavior – especially of people in authority – using their power to do dishonest or illegal things in return for money or to get an advantage over someone else.
4	Compensation and Benefits	Reports related to matters of compensation, pay, insurance, time-off, retirement benefits, leaves of absence (paternity, maternity, other medical) and other common employee benefits. Examples include incorrect paycheck or inaccurate recording of vacation, time-off and sick time.
5	Confidential and Proprietary Information	<p>Reports related to confidential and proprietary information or intellectual property. Confidential information is any non-public information that is not intended or permitted to be shared beyond those with a genuine business need to know the information.</p> <p>Confidential information can include information about people or companies and specifically includes business plans, trade secret information, customer lists, sales and marketing strategies, pricing, product development plans, and any notes or documentation of the foregoing.</p> <p>Intellectual property refers to an original, intangible creation of human intellect that is legally protected from unauthorized use. Intellectual property includes patents, trademarks and copyrighted works of authorship, like photographs, music, literary works, graphic design, source code, and audio and audiovisual recordings.</p>
6	Conflicts of Interest	Reports about a conflict of interest. A conflict of interest can arise in any situation where an employee's financial or personal interest could potentially or actually interfere, or even appear to interfere, with their business judgement or the interests of the organization.
7	Data Privacy and Protection	Reports related to the rights and responsibilities relating to data held or processed by an organization. This data can include information about employees, customers, consumers, or others. Examples include allegations of data misuse, loss or theft of data, breaches or attempted breaches, or requests by an individual relating to their own data.
8	Discrimination	Statements or actions based on age, race, colour, national origin, sexual orientation, gender, disability, or religion that form the basis for employment, promotion, or compensation decisions. (Examples include bias in hiring, assignments, promotions, educational decisions, compensation, etc.)

9	Environmental	Reports about impact to the environment. This could include intentional, negligent or accidental acts or omissions that harm the environment or violate policy or regulatory or legal requirements. It can also include acts or omissions that otherwise present a risk to the climate. Examples can include such things as spills, mismanaged wastewater or resources, release into the atmosphere of harmful materials or substances, or improper disposal of hazardous waste.
10	Global Trade	Reports related to the import and export of goods and services globally. It can include imports (bringing goods or services into a country) or exports (sending goods or services - including software - from one country to another). This category also includes reports relating to sanctions such as trade sanctions, which make it unlawful to do business with sanctioned people or countries.
11	Harassment	Reports of harassment that are linked to a characteristic (such as race, gender, sex, religion, disability, age, etc.) and includes allegations of unwelcome behavior that is offensive to a reasonable person, and is related to, or done because of, a protected characteristic and/or social identity.
12	Health and Safety	Reports about workplace safety. This can include employee safety and facilities or equipment. Each employee is responsible for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Reports about physical security in a facility.
13	Human Rights	Reports related to human rights which generally refer to the basic rights and freedoms of individuals. Examples include reports relating to human trafficking or modern slavery that involve the use of force, fraud or coercion to obtain labor or sex for money, drugs or other goods.
14	Misuse or Misappropriation of Company Property	Reports of company assets being wasted, inappropriately used, abused, not properly protected, or stolen. This category can include a wide array of assets such as property, tools, money, credit cards, facilities, company vehicles, employee time, and employer-provided benefits.
15	Retaliation	Reports of retaliation (including claims of reprisal or victimization) of any kind against an employee including claims of any action taken to punish or dissuade an employee from making a report or participating in an investigation either internally or externally. Retaliation claims most often involve allegations against a manager, supervisor or some other person with control and power over the reporting person. However, retaliation can also involve conduct by a coworker.
16	Substance Abuse	Reports related to impairment resulting from use of substances (such as drugs or alcohol, whether legal or illegal) that impact the workplace or violate a policy. The activity can include on- or off-duty and on- or off-premises conduct.
17	Workplace Civility	Reports related to abusive or disrespectful behavior connected to work that are not harassment or discrimination.
18	Other Business Integrity	Reports related to business integrity that cannot be categorized elsewhere. Examples include industry specific policies, regulations or laws.
19	Other Human Resources	Reports that cannot be categorized elsewhere and likely involve Human Resources. Examples include performance management, discipline, dress code, qualifications, immigration, labor relations, grievances, job eliminations, arrests and convictions, and the sale or distribution of drugs.
20	Other	Reports that do not fit any of the other categories listed.

