

Workplace Investigations Team

We are an independent team that sits within Microsoft's Corporate External and Legal Affairs organization. We investigate potential violations of Microsoft's Anti-Harassment and Anti-Discrimination, Personal Relationships in the Workplace, and Responsible Use of Technology policies.

Report a concern at [MicrosoftIntegrity.com](https://www.microsoft.com/en-us/workplace-integrity)

Employees can also raise concerns through their manager, HR, or WIT.



When something's not right, we act.



We investigate and take appropriate action that includes sharing insights to ensure we are best aligned to our culture.



We respect privacy and treat investigations as confidentially as possible.



We care about responsiveness.



We enforce our policies that prohibit retaliation.

Our core tenets for investigations are:



EMPATHY



FAIRNESS



NEUTRALITY



THOROUGHNESS



TIMELINESS



Committed to supporting all Microsoft employees.

> 30

Investigated matters in more than 30 countries in the last fiscal year.



Closing the gap with Microsoft's aspire-to-culture.

WIT

Transparency into workplace investigations data

FISCAL YEAR JULY 1, 2024 – JUNE 30, 2025

As part of its **commitment to transparency**, Microsoft's Workplace Investigations Team (WIT) is sharing investigation data and will continue to update this data annually.

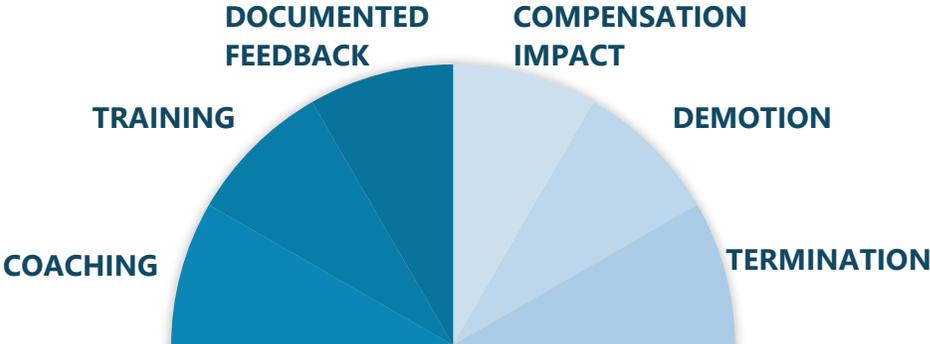


324

WIT investigated 324 allegations of sexual harassment.

55%

WIT substantiated 55% of those 324 allegations.



Corrective disciplinary actions spanned from coaching and training, documented feedback, compensation impact, demotion, and to termination for 31 individuals.