

Resolving problems in other ways

There are several things employers can do to try and resolve problems at work.

Follow the correct policies and procedures

Non-disclosure agreements should not be used to resolve problems at work. Employers should follow fair procedures to try and resolve any issues.

For example, they should follow organisation procedures such as:

- [disciplinary or grievance procedures](#)
- [investigations](#)
- [whistleblowing procedures](#)

This can help:

- avoid problems getting worse
- avoid legal action
- stop employers from losing talented workers
- keep workers feeling valued and motivated
- encourage a more open and productive organisation

Create a good culture at work

If non-disclosure agreements are used for the wrong reasons, it can cause distrust at work.

Instead of using a non-disclosure agreement, it's a good idea for employers to:

- encourage an open, inclusive culture at work
- support workers

Workers should feel they can:

- speak up about any issues
- be confident they'll be heard
- have their problems addressed in an appropriate way

[Find out more about dealing with a problem raised by a worker](#)

Train managers

Training managers to spot early signs of disagreements and resolve issues can help:

- improve productivity
- stop problems getting worse
- avoid legal action

[Find out more about Acas training](#)