



## A FEW FACTS ABOUT WHISTLEBLOWERS

Most whistleblowers:

- Are among the brightest and most dedicated employees in an organization, with years of good performance reports behind them.
- Are highly committed to personal and professional ideals and unlikely to be swayed by threats or material rewards.
- Believe that they are supporting the goals of the organization when they blow the whistle.

## A FEW TYPES OF REPRISAL

Typical reprisals against whistleblowers include:

- relocation to a remote office
- differential treatment
- over-supervision
- removal of responsibilities
- loss of promotion opportunities
- removal of security clearance
- blacklisting
- investigations into person's conduct
- ostracizing
- physical threats
- relocation to an unpleasant space
- manufacturing poor performance
- setting up person for failure
- demotion
- suspension or fine
- dismissal
- threats of termination or other action
- public humiliation
- bullying and/or mobbing
- stalking and attacks

## THE COVER-UP

Steps taken to illegitimately limit the impact of whistleblowing include:

- asking for reports verbally
- trivializing or rewriting the issue
- bogus investigations
- scapegoating junior staff
- focusing on the whistleblower, not the issue
- attacking the whistleblower's credibility
- studying the issue endlessly
- gagging staff using threats or agreements

### THE LOYALTY LIE

A common charge against whistleblowers is that they are disloyal. But what does this mean and imply?

- That people who commit wrongdoing are more loyal to organizations and the public than whistleblowers?
- That loyalty to the boss is more than loyalty to the community, the public and the environment?
- That employees have to check their conscience and their rights to free speech at the workplace door?
- That employees should be loyal where no loyalty is returned?

Don't fall for the loyalty lie. Remember your commitment to Canada and Canadians!