



## WHISTLE-BLOWING AS ETHICAL RISK MANAGEMENT

This course focuses in detail on the practice of whistle-blowing in organisations. Although there is a cultural resistance to whistle-blowing, it is recognised, encouraged and protected by South African law. Whistle-blowing is also increasingly accepted as a management tool to prevent and detect misconduct — such as fraud and corruption — that harms individuals, organisations and society.

### **You will learn how better to understand:**

- What whistle-blowing is, how it should be practised, and why it is important;
- The link between whistle-blowing and creating an ethical organisational culture;
- How whistle-blowing forms an important component of an organisational ethics management programme;
- That whistle-blowing is a requirement of corporate governance best practice;
- The importance the National Anti-Corruption Forum attaches to whistle-blowing;
- Legal obligations to blow the whistle;
- Legal protections for whistle-blowers; and
- How to manage cultural and other forms of resistance to whistle-blowing.

### **WHO?**

- Individuals tasked with managing an organisation's whistle-blowing facility;
- Whistle-blowing service providers; and
- Managers at all levels who wish to better understand whistle-blowing as a key organisational ethics management tool.

### **WHAT?**

- What is whistle-blowing?;
- Why blow the whistle?;
- Legal imperatives for blowing the whistle, such as the Protected Disclosures Act of 2000 and the Prevention and Combating of Corrupt Activities Act of 2004;
- King III (2010) and the Second National Anti-Corruption Summit (2005) on whistle-blowing;
- Who should blow the whistle?;
- How should one blow the whistle?;
- Characteristics of successful whistle-blowing;
- Structures necessary for blowing the whistle;
- Essential components of a robust whistle-blowing facility;
- Internal initiatives to complement external whistle-blowing;
- Effective standards for raising workplace concerns;
- Assessing the design effectiveness of the whistle-blowing line;
- Research findings on whistle-blowing practices in organisations;
- Research findings on whistle-blowing hotline providers, and
- Proposed values for a whistle-blowing line Code of Ethics.

### **CONTACT US:**

PO Box 2427, Brooklyn Square, 0075, South Africa.  
Telephone: +27 (0)12 342 2799 Fax: +27 (0)12 342 2790  
Website: [www.ethicsa.org](http://www.ethicsa.org) E-mail: [mandy@ethicsa.org](mailto:mandy@ethicsa.org)