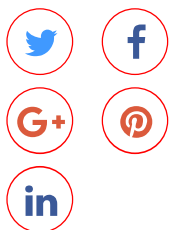


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The Morning Risk Report: Whistleblowing Gaining Acceptance in Company Culture

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By

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On Nov. 15 we're hosting a New York event on anti-bribery including Dan Kahn of the DOJ and senior executives from three companies. Sign up here: <http://go.dowjones.com/anti-bribery-nyc>

Although the idea of reporting wrongdoing inside organizations is gaining acceptance, a survey shows more work needs to be done to help employees

from large organizations based in the U.S., U.K., Hong Kong, Germany and France found 47% said they see others reporting wrongdoing or are themselves doing so, up from 34% in 2014.

Thirteen percent of respondents said their employees are discouraged from whistleblowing, down from 40% who said that three years ago. "With an ever-increasing focus on holding companies responsible for misconduct, coupled with an enhanced desire to pursue charges against individuals, an effective whistleblowing process has never been a more valuable asset for businesses," said Adam Siegel, a Freshfields partner and co-head of the firm's global investigations practice, in a statement. "It can make the difference between learning about a problem when you still have the opportunity to address it and remediate the situation and not discovering it until the regulator comes knocking on your door."

While some gains have been won, many respondents still stay silent because of the fear of retaliation. The survey found 55% said they and their staff are deterred from blowing the whistle because of potential damage to their careers or reputations, while 55% expressed worries they would be identified as a whistleblower. "It is clear that there is some way to go before it is perceived to be a fully accepted part of workplace culture," said Caroline Stroud, global head of Freshfields' people and reward practice and a member of the firm's global investigations group, in a statement. "To tackle employee concerns around whistleblowing, businesses need to consider how they implement and follow whistleblowing policies and procedures, and crucially they need to explore how they embed the practice into their corporate culture."

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