



How to Create a Speak Up Culture



Endorsement From Top Management

Top management should demonstrate a strong commitment to whistleblowing. This message must be communicated by managers who are well-trained in educating the workforce in policy regarding employee complaints.



Publicize the Organization's Commitment

Top management should make every effort to talk about the commitment to ethical behaviour in memos, newsletters, and speeches to company personnel. Publicly acknowledging and rewarding employees who report ethical issues is a great way to pledge management's commitment.



Act Quickly

One of the most important ways to gain employee trust is to act quickly as soon as a complaint has been recorded. Responding and acknowledging each complaint shows that the organization is serious about the effort the employee has taken to speak up.



Investigate Every Complaint

Whistleblower complaints can range from small infractions to serious accusations. It's important to investigate every complaint. Getting to the bottom of reported issues not only shows employees their concerns matter, but quick investigation can help prevent civil or criminal liability issues.

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