**Name**: Shadab Iqbal

**ID**: 19101072

**Sec**: 08

Assessment

**Reasons why a person might be afraid to become a whistle blower:**

1. They are fearful of their identity being revealed and of being labelled a snitch.
2. They fear career-impacting retaliation and its potential consequences.
3. They’ve been warned against it, from those within or unrelated to your business.

**Ways to deal with it:**

1. The number of people who know the identity of the whistle-blower should be limited. It is to be ensured that all understand their obligations in terms of Protected Disclosures legislation to protect the identity of a whistle-blower. Employees need to be encouraged to use the confidential hotline if they fear exposure.
2. Professional investigators who can assess the level of risk to employees need to be engaged here. Furthermore, anonymity of confidential whistle-blowers must be maintained.
3. It needs to be ensured that everyone is aware of the fact that retaliation for well-intended speaking up is unacceptable and against the law. Anti-retaliation awareness education should be given to the supervisors and managers. Anti-retaliation on the agenda needs to be put at the workplace consultative forums.