

Essay 2 – Morality of Whistle Blowing

In any organization, company, firm or business, there will always be pros and cons of working there as an employee or even as an employer. However, with these pros and cons, it helps to balance the work environment for employees and the one employer or multiple shared responsible of an employer. For example, a firm might have a board of directors to which these members share the one responsibility of checking the firm afloat but not just afloat but to compete with other firms in their respective section in society. Sometimes due to firms being too competitive they can either send spies to their competitors or bribe employees to leak information. However, in terms of the ethics of a firm the morality of employees and employer or employers are on the line when it comes to another case of either abusing authority or inappropriate working conditions or illegal business taking place in the firm. It is the right of employees to report any form of abuse, disrespect or in some cases where the law applies can report wrongdoings of the firm the said employee works for. This term is roughly called ‘Whistle Blowing’.

Whistle Blowing can be defined as when an employee working for a firm that leaks information and data concerning wrongdoings or illegal actions which that said employee must have witnessed at the firm which can be described as unethical or morally wrong to the employee’s judgement of the situation. Other terms that can better understand what whistle blowing are “making a disclosure” in other words means the process of stating factually information in front of a certain audience or to the public. The other term that can best describe whistle blowing would be “blowing the whistle” which can make reference to a football or soccer game, for example the referee would blow the whistle if any player that does not follow

the rules of the game and makes a foul which is an unfair play by a player playing the current match.

The history or the origin of the term whistle blower can be dated back to the 19th century, however, Ralph Nader's perception of the term whistle blower changed drastically from negative to positive effect when the action is carried out. According to Ralph Nader, the term combines the word 'whistle' as a device used to alert or call or seek attention to someone or something and the word 'blower', which comes from the person or party alerting or conducting the action of blowing of the whistle.

There are different types of whistle blowing that occurs. One type of whistle blowing can be said to be 'Internal whistle blowing', which is referred to the act of reporting wrongdoings or exposing unethical activities to another person or authority within the firm or organization. For example, if one employee under the leadership of a manager that treats his or her employees unfair, that said employee can report these unethical activities or unfair actions to another manager from another department or complain to human resource. Some organization have policies and procedures set in place for employees to anonymously file reports via a help hotline. Also, employees must follow the policies made in order to uphold or not to breach the employment contracts.

Another type of whistle blowing is called 'External whistle blowing', which can be defined as an employee or person who reports or exposes wrongdoings the firm or organization to the public or media and even to law enforcements. However, if the employee does not have solid evidence of the unethical issues when reporting, the whistle blowing law may not be able to protect them and this would cause the employee to be fired, sued for slander and sometimes get blacklisted by other companies. Due to current world of work, whistle blowing can also take

place via technology, since the workplace has evolved dramatically over the past century. This evolution in the workplace due to technological advancement would automatically question how secure or how safe is it to use technology for work. Since this concern of security while using technology to work has been brought up over the recent years, a new type of whistle blowing was introduced called, 'Cyber whistle blowing'. This type of whistle blowing occurs when employees and customers or users advocate for protection while using the internet. These whistle blowers would report on any security breaches in any cloud storage systems, any encryption deficiencies, hackers or bugs, unethical and unsafe practices via online.

There are many advantages and disadvantages of whistle blowing that can affect the employee that did that said action and that can affect the public and firm. Some advantages of whistle blowing can be stated as doing the morally right thing by exposing these illegal actions and corrupted businesses so that these businesses would not cheat the public and their loyal customers of these activities. However, when an employee becomes a whistle blower the feeling of doing justice or doing the morally right thing or the most ethical thing will reflect onto that said employee's character as an ethical and responsible person. Another advantage expanding on the previous advantage would be that the employee that became the whistle blower could receive a reward or rewards for their noble act. One last advantage of being a whistle blower is that the employee would have protection for doing the right and would be protected by the whistle blowing law. This whistle blowing law can be explained to be when an employee who makes a disclosure or exposes these activities would have taken into consideration that the reason why they are exposing these activities are in the benefit of the public's interest and the employee can provide evidence of the past, present and probably or likely future of the unethical or wrong doings of the said firm can be caused by a couple of factors. These factors can be stated as

injustice in situation, criminal offences like fraud, failure to follow the laws, being a threat to people's health and safety, causing damage to the environment and lately covering up any crime or unethical or morally wrong acts.

However, in some cases normal complaints and concerns made by employees or the public which can be in a form of a comment and complaint form to fill out at that firm are not necessarily protected by this whistle blowing law. Other disadvantages can be that the employee may lose their job, get treated unfairly for doing the right thing and it can probably ruin their future career, but that's why the whistle blowing law exists, to protect employees from getting harmed for doing the right thing. The Whistle blowing law can be found in the 'Employment Rights Act 1996' the later amended by the 'Public Interest Disclosure Act 1998'. This Act provides the right for an employee to take the case to an employment tribunal which means that the court will make decisions concerning employment disputes if that said employee has been victimized at work environment or that said employee has lost job while becoming a whistle blower.

In conclusion, if someone or an employee becomes a whistle blower the advantages outweigh the disadvantages and it is also the morally right thing to do since whistle blowing creates a lot of more positive effects than a negative one. Hence, whistle blowing causes a positive impact and is the right thing to do or the right way of getting justice.

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