

Alternative whistleblowing

Following from the previous discussion about how to exhaust internal whistleblowing mechanisms, this article focuses on alternative reporting mechanisms other than your immediate supervisor.

If you report any issue that could be related to corruption and you do not know for certain that your supervisor will be objective, take corrective action, not turn against you or discriminate against you, not try to conceal the issue or protect someone higher up in the hierarchy, then you need to explore alternative reporting mechanisms.

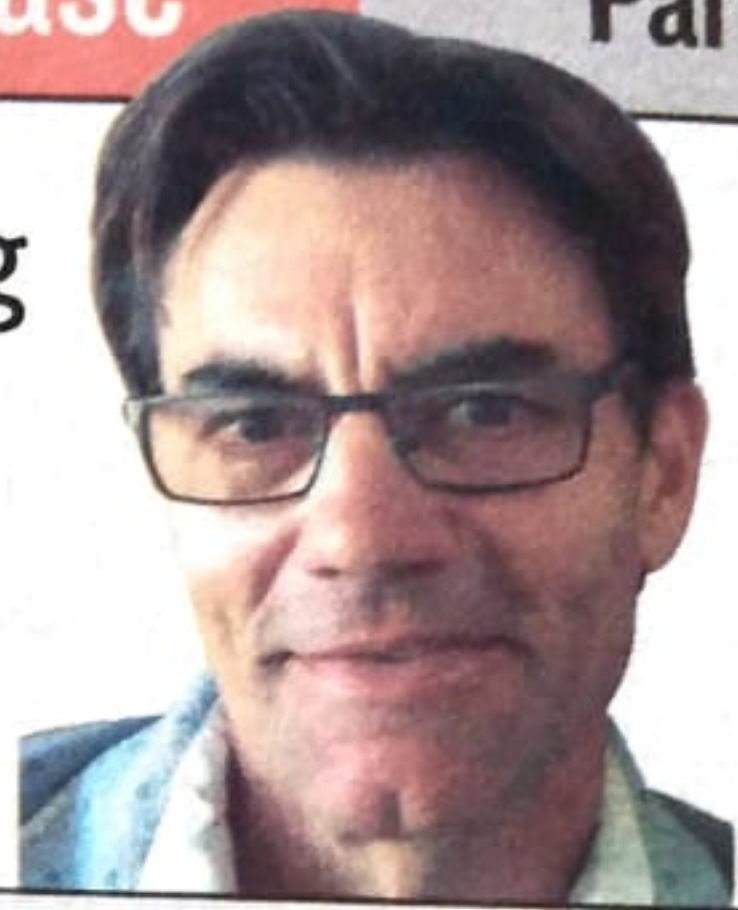
In order to prevent the mentioned risks, report your issue to the Compliance Officer, also known in some institutions as the Ethical Officer or Well-being Officer and/or to the institutional Ombudsman.

If efficiency and/or a waste of resources or quality are issues (these are all forms of corruption), report your issue to the Operations Manager and/or Quality Assurance Officer.

If your issue involves financial issues, you can report it to the Financial Manager and/or the Internal Auditor.

KNOW THE SOCIAGRAM

Reporting to any of the mentioned officials will depend on variables such as



JOHAN COETZEE

their trustworthiness, objectivity, their ability to be fair and to absorb pressure from the top.

A critical variable is to know who is informally connected to whom (the sociogram of the institution). Personal affiliation plays a role. It is unlikely that you will report to a person you dislike and/or a person with whom you have a feud.

If your institution does not have any of the people in the mentioned positions that are objective and trustworthy (including your immediate supervisor), to whom can you report your issue(s)? In the article that will follow, the focus will be on the remaining internal whistleblowing mechanisms.

• References

Eigen, P. (2002). *Controlling corruption: A key to development-orientated trade.*

Klitgaard, R. (2008). *A holistic approach to the fight against corruption.*

jcoetzee@nust.na