

## Strategic Options for Minimizing Corporate Risk of “Whistleblower” Claims

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Proactive measures can be highly effective in minimizing the risk that employees will raise allegations, or file complaints, that they have been retaliated against for raising financial, safety or other workplace concerns. C&W has developed a variety of proactive corporate tools for its clients, examples of which are listed below.

### 1. Senior management roundtable training

C&W can provide expert training to senior management on the scope and implications of state and federal whistleblower protections. Roundtable training is designed to be interactive and to facilitate a comprehensive understanding of how the whistleblower protections can impact operations and personnel management. While the training is intended to be in small groups, attendees should include executives, in-house legal personnel, and Human Resources management. Training typically takes about 4 hours.



### 2. Policy development and enhancement

C&W can aid in developing or enhancing personnel policies that help to minimize the risk of whistleblower retaliation claims. C&W is experienced in developing comprehensive “employee concerns” programs and policies that are designed to capture and resolve concerns — before they escalate into employment issues. C&W can also enhance and help integrate harassment policies to minimize the risk of whistleblower retaliation allegations.

### 3. Employee communications development



A highly effective tool for minimizing the risk of whistleblower retaliation allegations is a structured, company-wide communication plan that helps establish a culture in which employees feel free to raise concerns and, therefore, are less likely to perceive retaliation when they do so. C&W can aid in the development of both a communications plan and video and/or written employee communications.

### 4. Supervisor/Employee training

C&W can develop and present training courses for supervisors, and/or “all-hands” training courses, to aid in the implementation of company policies that encourage employees to raise concerns and assure employees that retaliation for raising concerns will not result. The courses are designed to familiarize employees with internal options for “speaking out” and focus on practical expectations (rather than legal nuances). For supervisors, the training focuses on constructive ways to resolve concerns, as well as on “danger zones” or traps that supervisors may face in light of the legal protections for whistleblowing.

For more information:

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