



A multi-stakeholder initiative promoting supportive working environments for anyone reporting concerns of wrongdoing

IAW Conference 2024

IAW Week 2024 Working Agenda

Date and time: Mon, 25 Nov 2024 11:30 - Thu, 28 Nov 2024 20:30 EET

Monday 25 November	
11:30 – 11:40	<p>Welcome & Opening Remarks Speakers:</p> <ul style="list-style-type: none"> • John Devitt – Chief Executive, Transparency International Ireland • Kate O’Hara – Integrity at Work Programme Manager
11:40 – 12:00	<p>Opening Address Speaker: The Honourable Mr Justice Peter Charleton – Judge, Supreme Court of Ireland</p>
12:00 – 13:00	<p>Update on Ireland’s Protected Disclosures Act – 18 Months Since the 2022 Amendments (Part I) In 2022, Ireland significantly amended its Protected Disclosure legislation. This session provides a comprehensive update, drawing on 18 months of the impactful Protected Disclosures (Amendment) Act. Join TI Ireland Associate and Barrister Rory Treanor and a panel of legal experts and practitioners, as</p>

	<p>they unpack key developments and share insights on the practical implementation of one of the world’s most comprehensive and influential whistleblower protection laws.</p> <p>Panellists still being confirmed</p> <p>Moderator: Rory Treanor – IAW Associate and Barrister specialising in Employment Law</p>
13:00 – 14:00	Break
14:00 – 15:00	<p>Supporting Whistleblower Well-being: New Developments & What’s Still Needed</p> <p>Transparency International Ireland launched the country’s first free specialist psychological support service in 2023 to meet the needs of whistleblowers and their families. Join this session with the service’s new clinical lead, Dr Brigid MacCarthy, and practitioners providing support through the project, as they discuss the importance of psychosocial support during the disclosure process and the growing global demand for similar services.</p> <p>Panellists still being confirmed</p> <p>Facilitator: Dr Brigid MacCarthy – Clinical Psychologist, TI Ireland Psychological Support Service</p>
15:00 – 16:00	Break
16:00 – 17:15	<p>Integrity & the Board: Curious or Complacent Leadership</p> <p>Recent scandals (such as the Post Office miscarriage of justice and the Lucy Letby scandal in the UK, or the collapse of the German financial company Wirecard) suggest that those at the very top of organisations may not be aware of the wrongdoing that is exposed by whistleblowers. It is no longer acceptable for Boards to say “we didn’t know” – they need to be curious and ask the right questions of the executive. So why does groupthink prevail, and how can it be overcome? This panel will look at why Boards behave as they do, and what needs to change to ensure that those at the top hear the message before a scandal breaks.</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Christian Hunt – Founder, Human Risk • Pav Gill – Founder and Chief Executive Officer, Confide Platform <p>Moderator: Elizabeth Gardiner – Chief Executive, Protect</p>
17.15 – 17:45	Break
17:45 – 19:00	<p>A Look at the Latest Trends in Encouraging Whistleblowing</p> <p>Join experienced whistleblowing expert and internationally recognized lawyer Mary Inman, along with other experts in whistleblower protection, for a discussion on the latest trends in encouraging whistleblowing. The panel will delve into emerging developments such as reward programs, collective whistleblowing, workplace incentives, and technological advancements in whistleblower supports.</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Jennifer Gibson – Co-Founder, Psst.org • Eliza Lockhart – Research Fellow, Centre for Finance and Security at RUSI

	Moderator: Mary Inman – Lawyer and Partner, Whistleblower Partners LLP
Tuesday 26 November	
12:00 – 13:15	<p>Blind Spots in Handling Whistleblowing Reports Operating speak-up or whistleblowing channels isn't just about the channel. Often that is the easy bit. The key to success is in how you follow-up on reports that come through these channels. This webinar addresses some of the common blind spots in handling whistleblowing reports. Our panel of integrity professionals discuss difficulties and possible solutions in different aspect of the handling process: investigations, governance and independence, protection, and corrective action.</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Koen Albers – Instructor, Institute of Internal Auditors Belgium • Gudrun Vande Walle – Forensic Auditor, Belgian Federal Ombudsman • Hugh Penri-Williams – Managing Director, Glaniad • Sonny Luypaert – President, Association of Certified Fraud Examiners Belgium <p>Moderator: Professor Wim Vandekerckhove – Professor of Business Ethics, EDHEC Business School</p>
13:15 – 14:00	Break
14:00 – 15:00	<p>Navigating Workplace Whistleblowing: Key Takeaways from Training Employers & IAW Helpdesk Launch Since 2016, the Integrity at Work (IAW) initiative has supported employers with regular trainings, workshops, and forums on whistleblowing, providing a platform to share experiences and stay informed on legal developments. Join TI Associates and training facilitators as they discuss key learnings and “sticky issues” employers currently face when implementing best-practice protected disclosure procedures. Attendees will have the opportunity to ask questions on current challenges and learn more about the new IAW Employer Helpdesk- a virtual support portal offering researched responses and best-practice guidance for handling reports and fostering supportive environments for workplace whistleblowing.</p> <p>Panellists:</p> <ul style="list-style-type: none"> · Gráinne Madden – Founder and Senior Consultant, GMJ Associates · Rory Treanor – Barrister specialising in Employment Law and Workplace Investigations <p>Moderator: Kate O’Hara – Programme Manager, Integrity at Work, Transparency International Ireland</p>
15:00 – 16:00	Break
16:00 – 18:00	<p>Partnering with Disclosers: Learning from Whistleblowers Research shows that public whistleblowers require partners if they are to prevail. Working in coalition with supportive experts – whether in law, media, or advocacy — is critical when bringing wrongdoing to light. As we witness over and over, high-profile whistleblowing cases succeed based on the strength of these alliances. What can organizations and employers learn from this aspect of public whistleblowing? What kinds of internal advocacy are required, and what kinds of supports are needed, from the perspective of the whistleblower at risk of reprisal? Skilled allies tend to remain behind the scenes, but in this panel, we explore the dynamics and practices they use, drawing lessons for all who deal with disclosures.</p> <p>Panellists:</p>

	<ul style="list-style-type: none"> · Anna Myers – Executive Director, Whistleblowing International Network (WIN) · Prof. David Lewis – Professor of Employment Law and Head, Whistleblowing Research Unit at Middlesex University · Dana Gold – Director of Advocacy & Strategy, Democracy Protection Initiative · Tom Mueller – Senior Research Fellow, Journalist <p>Moderator: Kate Kenny – Professor at University of Galway, Exec MBA Programme Director</p>
Wednesday 27 November	
12:00 – 13:15	<p>How Technology Can Support Disclosure & Better Protect Whistleblowers The panel will explore the role of technology in supporting whistleblowing, considering both the perspectives of whistleblowers, particularly regarding security and privacy and the recipient organisations, which benefit from enhanced report quality and streamlined management of disclosures and interactions with reporting persons.</p> <p>Panellists:</p> <ul style="list-style-type: none"> · Giovanni Pellerano – Founder and Project Lead, GlobaLeaks · Giorgio Frascini – Whistleblowing Manager, Transparency International Italy · Carter Boone – Associate News Product Manager for Safety, Radio Free Europe/Radio Liberty <p>Moderator: Susanna Ferro – Project Manager, GlobaLeaks</p>
13:15 – 14:00	Break
14:00 – 15:00	<p>Introducing Transparency International’s New Internal Whistleblowing Systems Framework Presenter: Marie Terracol – Whistleblower Protection Lead, Transparency International</p>
15:00 – 16:00	Break
16:00 – 17:15	<p>The Practicalities of Setting Up Conflict of Interest Management Processes in Organisations <i>Details still being confirmed</i></p> <p>Panellists:</p> <ul style="list-style-type: none"> • Phindi Twala – Principal Specialist Ethics, Vodacom • Emelia Asiedu Attoh – Ethics Manager, Scancom PLC • Johanne van Wyngaard – Former Senior Ethics Manager, MTN South Africa <p>Moderator: Kris Dobie – Senior Manager, The Ethics Institut</p>
17:15 – 17:45	Break
17:45 – 19:00	<p>Whistleblowing and Women: Understanding the Impact of Gender on Speaking Up <i>Details still being confirmed</i></p>
Thursday 28 November	
12:00 – 13:15	<p>Update on Ireland’s Protected Disclosures Act – 18 Months Since the 2022 Amendments (Part II) <i>Details still being confirmed</i></p>

	Moderator: Gráinne Madden, IAW Associate, Founder and Senior Consultant, GMJ Associates
13:15 – 14:00	Break
14:00 – 15:25	<p>Film Screening: When We Speak, Directed by Tas Booker RUN TIME: 77 minutes</p> <p>WHEN WE SPEAK is a powerful 2022 documentary directed by Tas Brooker, which brings to light the stories of three courageous whistleblowers who risked their careers, reputations, and safety to expose uncomfortable truths. Featuring British intelligence employee Katharine Gun, Oxfam aid worker Helen Evans, and Hollywood actress Rose McGowan, the film dives into the personal and professional impact of their high-profile revelations. Through their stories, WHEN WE SPEAK reveals not only their motivations but also the often harsh consequences that follow when women stand up to powerful institutions to tell the truth.</p>
15:25 – 16:00	Break
16:00 – 17:15	<p>Implementing the EU Whistleblowing Directive: Implications for Ireland, Member States, Employers and Citizens</p> <p>Five years since the adoption of the EU Directive on Whistleblowing, this session will explore the ongoing transposition and implementation of these groundbreaking new rules. Join a panel of renowned experts as they present key research and insights into Ireland’s approach and the progress across EU Member States, examine new whistleblower protections throughout Europe, and discuss ongoing challenges and developments in enforcement.</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Marie Terracol, Whistleblower Protection Lead, Transparency International • Dr Simon Gerdemann, Legal Scholar, University of Gottingen • Dr Vigjilence Abazi, Founder, European Whistleblowing Institute <p>Moderator: Ida Nowers, Knowledge and Policy Manager, Transparency International Ireland</p>
17:15 – 17:30	Break
17:30 – 18:00	<p>Closing Session: Summary of What We Have Learned with Conference Partners</p> <p>In this final closing presentation, we will reflect on the insights, strategies, and practical knowledge shared throughout the IAW Week 2024 conference. Join us for a comprehensive summary of key takeaways, highlighting emerging themes, actionable steps, and future directions for strengthening whistleblower protections and promoting workplace integrity.</p> <p>Presenter: Kate O’Hara – Programme Manager, Integrity at Work, Transparency International Ireland</p>