

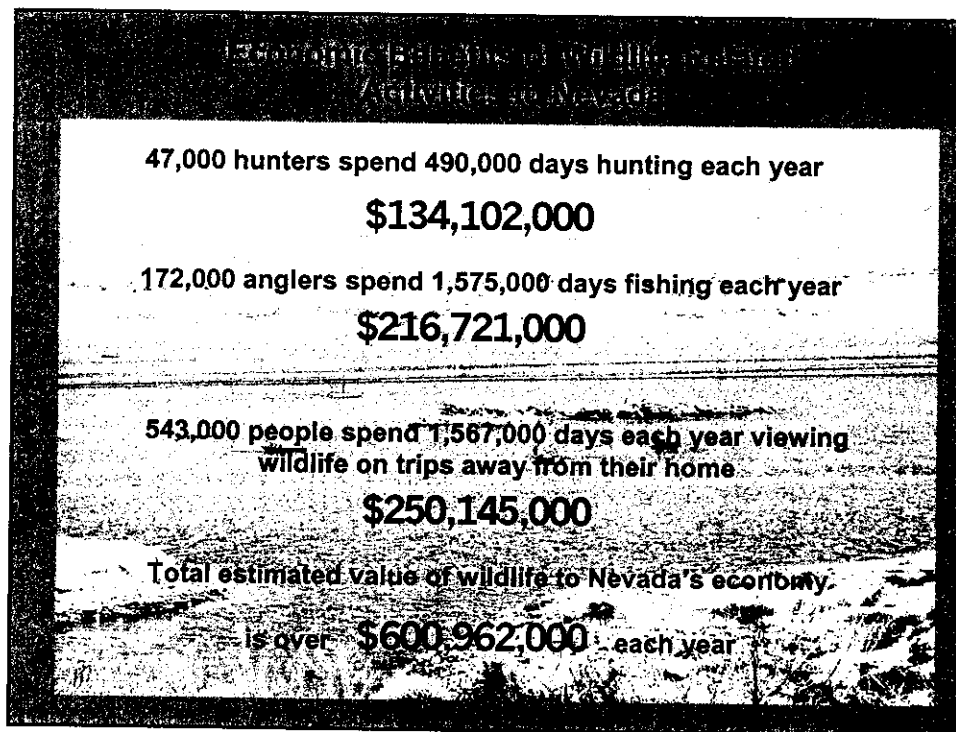
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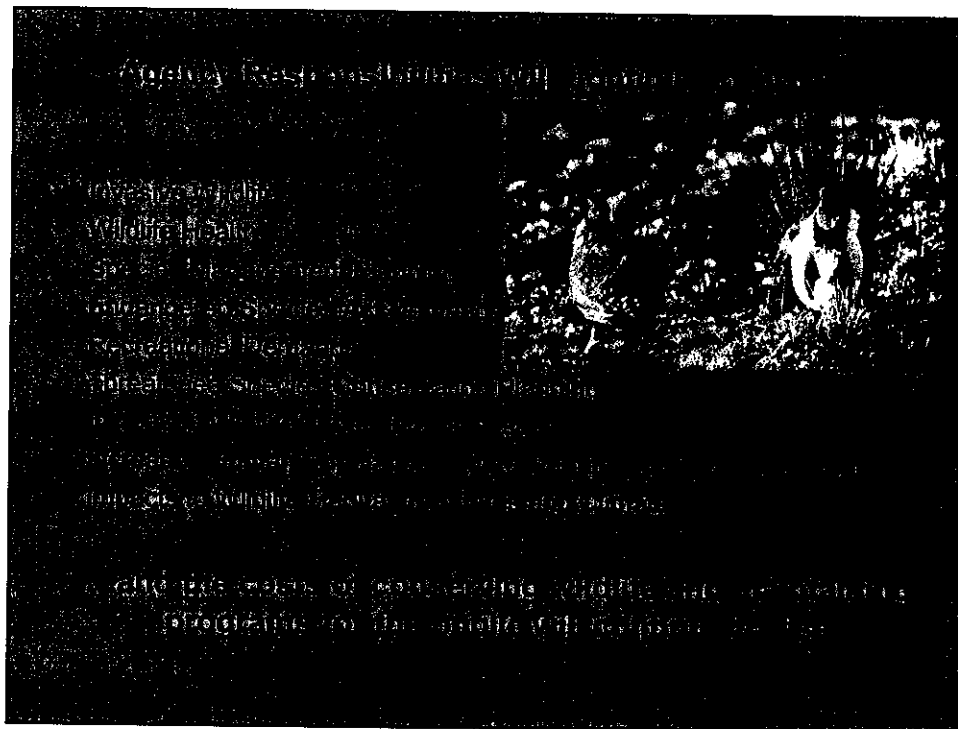
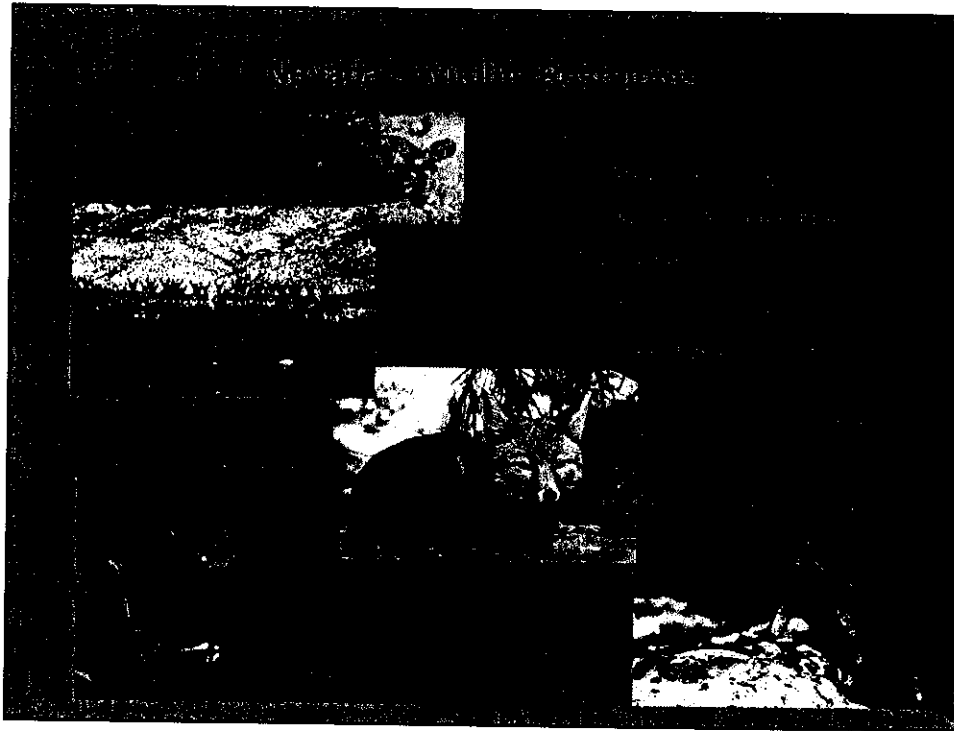
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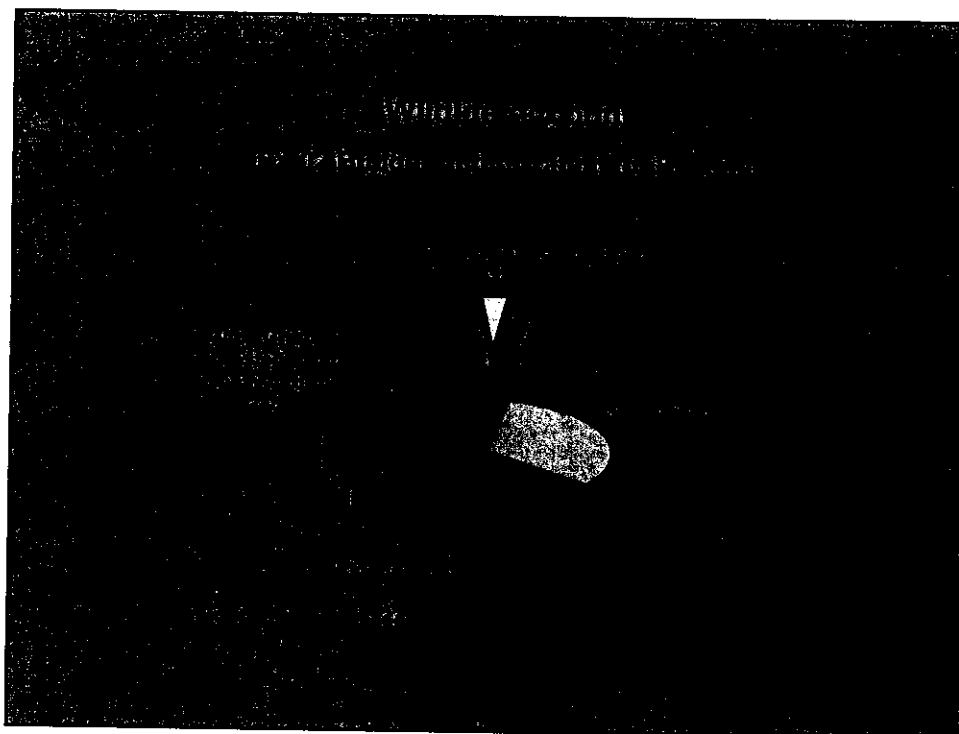
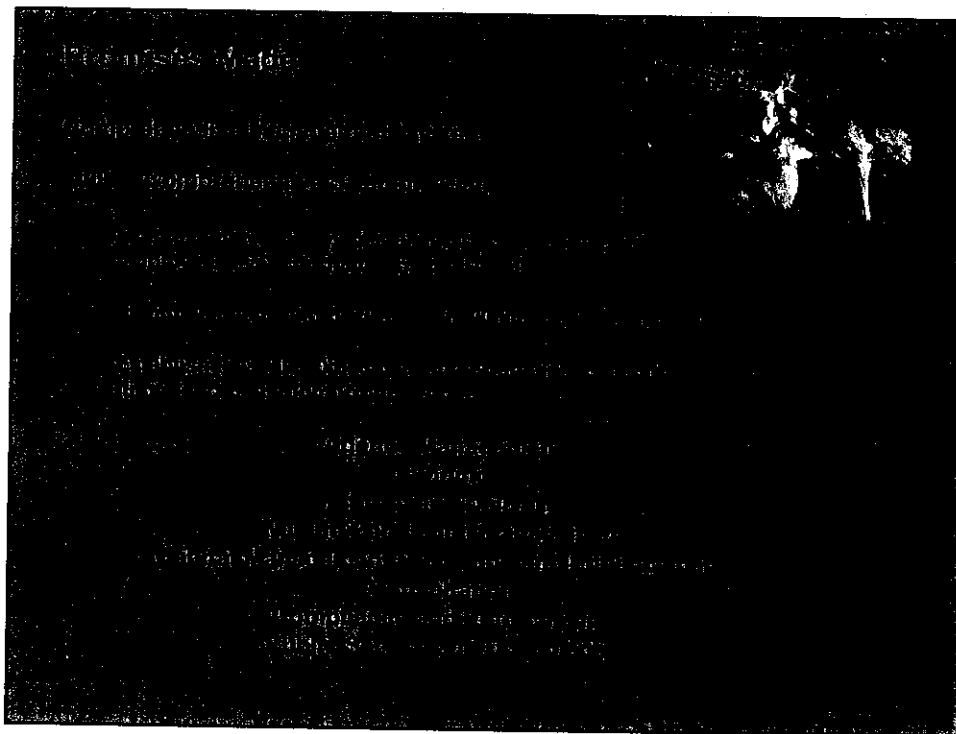
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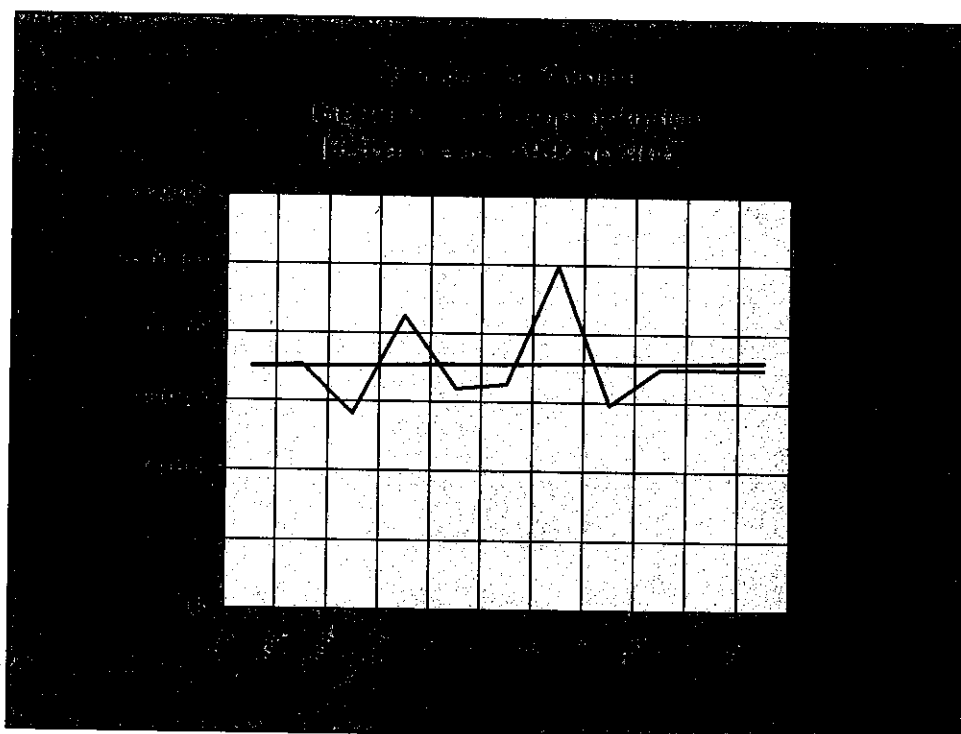
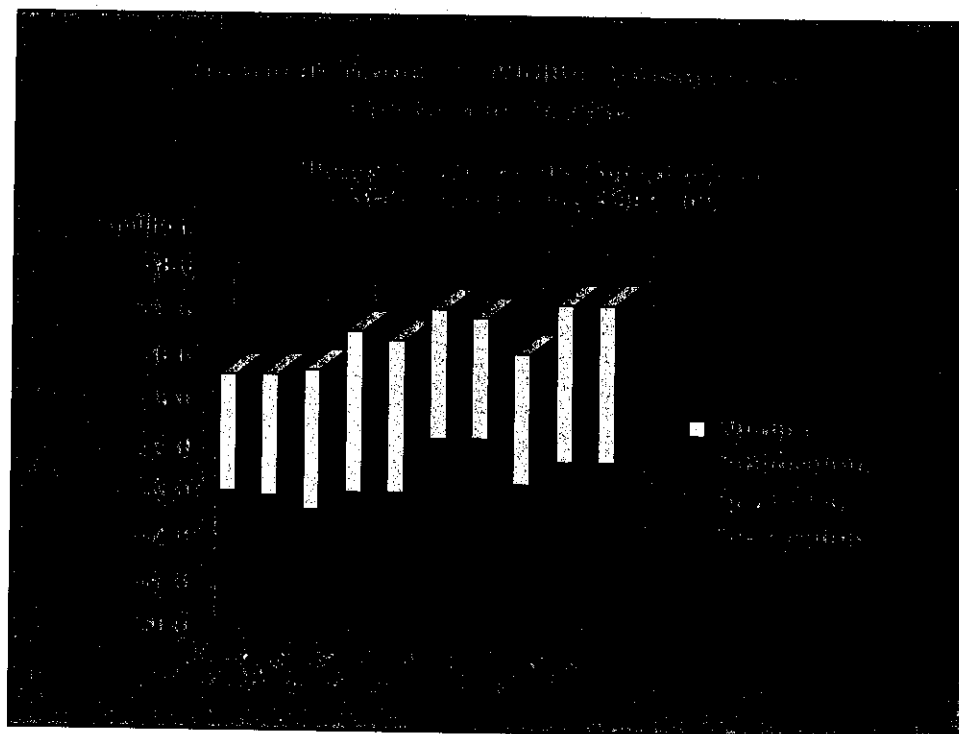
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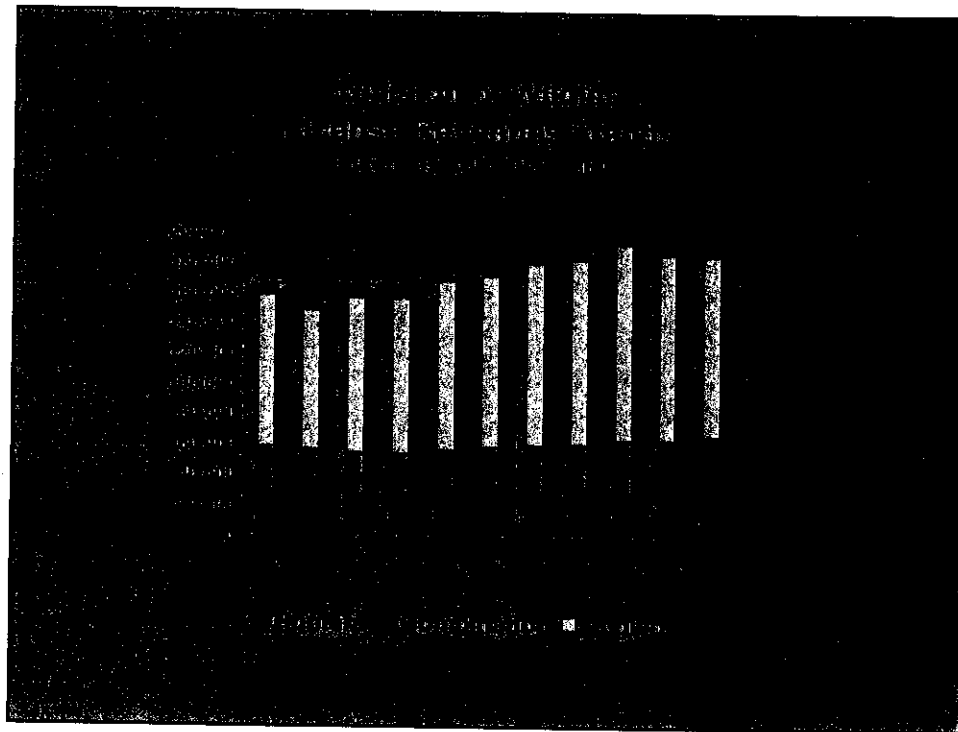
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### 2002 Project Findings

**Key Findings:**

- Organizational culture is a critical factor in determining the likelihood of whistle-blowing behavior.
- Organizational structure and size are also significant factors.
- Organizational history and mission play a role in the decision to report wrongdoing.
- Organizational values and policies are essential in creating a supportive environment for whistle-blowers.
- Organizational procedures and resources are necessary for the effective handling of reports.
- Organizational power and influence can either facilitate or hinder the reporting process.

**Recommendations:**

- Organizations should focus on creating a strong, positive organizational culture that encourages ethical behavior and the reporting of wrongdoing.
- Organizations should ensure that their structure and size are conducive to the effective handling of reports.
- Organizations should regularly review and update their policies and procedures to reflect current best practices.
- Organizations should provide adequate resources and training to support the reporting process.
- Organizations should ensure that the reporting process is fair, transparent, and free from retaliation.

