



## TYPES OF WHISTLEBLOWER COMPLAINTS:

### **Criminal Misconduct**

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- Bribery
- Embezzlement
- Fraud
- Forgery
- Insider trading
- Sabotage
- Theft
- Vandalism

### **Discrimination**

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- Age discrimination
- Ethnic discrimination
- Gender discrimination

### **Ethics and Compliance**

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- Compliance and regulation violations
- Code of conduct violations
- Ethics issues

### **Financial Issues**

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- Accounting controls
- Accounting errors
- Audit issues
- Billing errors or violations
- Risk detection

### **General Misconduct**

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- Abuse of authority
- Acceptable use violations
- Conflict of interest
- Drug and alcohol abuse
- Falsifying documents
- Insubordination
- Misconduct
- Misuse of company property

### **Harassment and Hostility**

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- Aggressive behavior
- Customer mistreatment
- Harassment
- Hostile work environment
- Mistreatment
- Retaliation
- Sexual harassment
- Threats
- Violence

### **Human Resources Issues**

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- Employee communications
- Overtime violations
- Wrongful termination

### **Partner Relations**

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- Shareholder concerns
- Vendor concerns

### **Privacy and Security**

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- HIPAA violations
- Identity theft
- Information security
- Privacy issues
- Security issues

### **Safety**

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- Environmental hazards
- Global crisis notification
- OSHA violations
- Unsafe working conditions