



Year in Review 2025

Our opportunities, reach and impact are expanding in Canada and across the world. Here are some of our accomplishments in 2025.

Conferences

Whistleblowing Canada was represented at two conferences in 2025:

- June 21 – 22, 2025: ***International Whistleblowing Research Network's Conference*** at the University of Colorado-Boulder, USA.
- September 17 – 19, 2025: ***Whistleblowers of America's Workplace Promise Institute Conference*** in Washington DC again this year. The topic was The Struggle for Adequate Protection for Whistleblowers in Canada. A New Era?

Award Winner

September 18, 2025: On behalf of Whistleblowing Canada, President, Pamela Forward accepted ***the International Giraffe Award for Human Rights Promotion*** at the Whistleblowers of America's Conference.

Book Contributions

We received invitations to contribute chapters to two forthcoming books: one on whistleblowing generally, and one on mental health.

United Nations

We have partnered with two organizations, one Canadian and one American, to prepare submissions to the United Nations on anti-corruption initiatives.

Hosted Webinars

Webinars WC hosted in 2025:

- February 19, 2025: *Whistleblower Mental Health: Toxic Tactics of Retaliation with* Jacqueline Garrick, Founder, Whistleblowers of America.
- April 23, 2025: *A New Framework for Effective Whistleblowing in the UK: The Office of the Whistleblower*, with Georgina Halford-Hall, founder of Whistleblowers UK.

- June 11, 2025: *Corruption Knows No Borders, Harming Whistleblowers: The International Office of the Whistleblower - A global solution* with Aris Danikas, founder of Liberty of Speech in Greece.

Requested Webinars

- January 22, 2025: *Learning to be Better: creating a healthy, ethical climate in your organization* webinar delivered to the BC Museums Association.
- November 25, 2025: *Blowing the Whistle on Canada's Whistleblower Protection Laws and Culture: Can this be fixed?* webinar delivered to the Canadian Bar Association Alberta.

Courses

We started developing our first online course: Learning to Be Better: Building Healthy Workplace Cultures. Additional modules and courses will follow.

Lawyer Surveys

Following last year's Ontario lawyers' survey, we applied for funding to support continuing legal education for lawyers on whistleblower protection. We also aim to replicate the survey in additional provinces.

Speakers Bureau

We continue to develop marketing materials and grow a database of associations, universities and companies that host conferences or professional development opportunities.

National Research Conference – May 27–28, 2026, Montréal

In collaboration with professors at Université du Québec à Montréal and the University of Ottawa, we are co-organizing a Canadian Whistleblowing Research Network Conference. The conference aims to establish a national whistleblowing research agenda and an ongoing network of Canadian researchers who meet annually.

Whistleblower Mental Health

We participated in a Whistleblower Mental Health Advisory Consortium led by Whistleblowers of America, to raise awareness of the latest research on the harm caused by retaliation and to inform public policy.

Peer Reviews

We received requests from universities and conducted peer reviews of articles submitted for publication in academic journals.

Policy Brief on Brain Damage

June 2025: Policy Brief No. 2: The Damage to Whistleblowers' Brains authored by Jennifer Fraser PhD. This paper brings together all of the research on this topic. The main finding was that retaliation against whistleblowers shows damage to the brain visible on brain scans.

Conversations with Legislators

September 20, 2025: Letter to Prime Minister Carney calling on the Prime Minister and the Leaders of the opposition parties to collaborate on rewriting the Public Servants Disclosure Protection Act (PSDPA) the law with the intent of protecting whistleblowers but in practice does not protect them. The point was made that after 35 years of struggle to protect public servant whistleblowers, little progress has been made to date.

Supporting Whistleblowers Directly

Whistleblowers from across the country continue to reach out to us. We developed a Self-Help Toolkit designed to provide information and guidance to help them through their difficult experiences.

The Kit includes:

- A template for writing up their concerns concisely
- Tips for Survival
- A Simple Guide for Whistleblowers: Understanding and Identifying Retaliation and its Impact
- Short videos on whistleblower rights

International and National Collaboration

We continued our international collaborations throughout 2025, including:

- Whistleblowers of America
- Whistleblowers UK Legislation Initiative
- Government Accountability Project, Canadian whistleblower protection legislation
- en Droit, a Québec whistleblower organization (to whom we refer Québec whistleblowers)
- University of British Columbia - collaborating on submissions to the United Nations on Canadian whistleblower legislation and anti-corruption

Media Requests

We continue to receive media requests. One was particularly significant as it resulted in the publication of an in-depth article on effective whistleblowing policies and reporting systems in the Hamiltonian.

In Closing

We are looking forward to a new year with continued progress on educating, researching, and raising awareness of the need and value of protecting whistleblowers for the common good.



President
Whistleblowing Canada Research Society