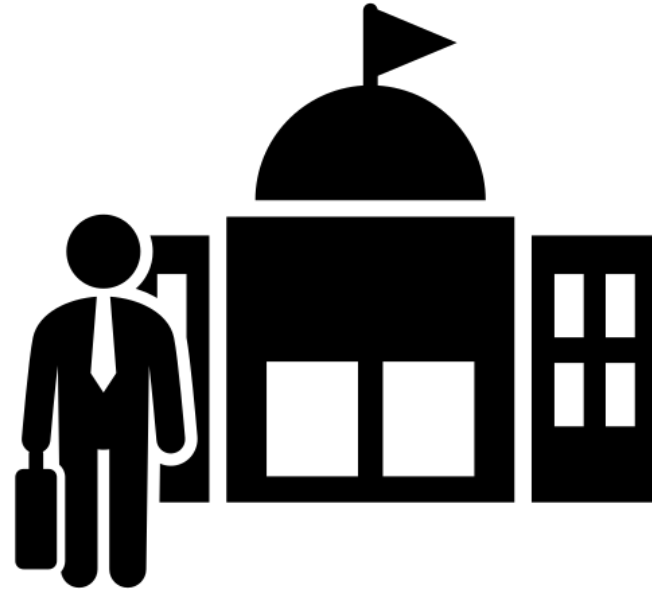


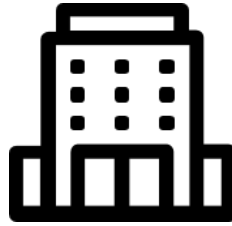
What whistleblower protection measures are there?



If you are a civil servant



Government
Agency
(Institution)

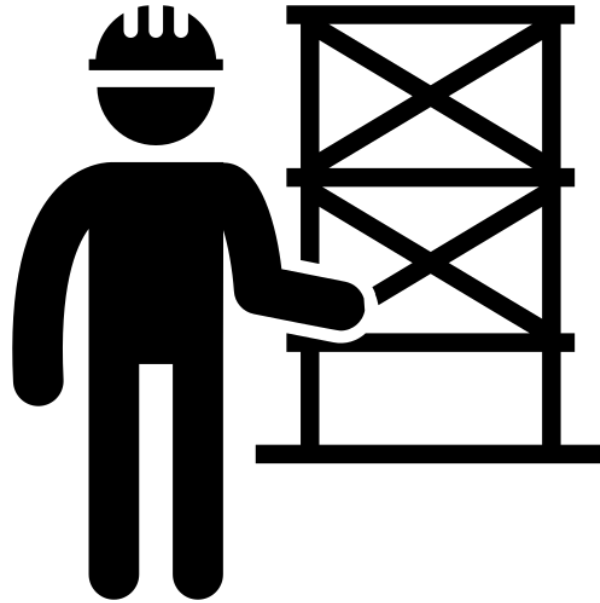


State-Owned
Enterprises



Government-
controlled Enterprises,
Groups, or Institutions

Or you work in the pan-public sector



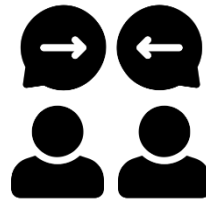
Or your company has an employment, commissioned work, appointment, dispatch, contracting, special agreements, or other contractual relationships with the pan-public sector



Corruption and
malfeasance



Harboring
criminals



Conflicts
of interest



Illegal
procurement



Damage public
welfare

If you discover that personnel in the pan-public sector have violated the law



Supervisor,
head



Prosecutorial
agencies



Judicial police
agencies



Competent
Authority



Control Yuan



Government
Employee
Ethics Unit

And if you make a real-name report to the agency responsible for receiving whistleblowing reports



Then you are a whistleblower



Work
protection



Personal
protection



Confidentiality

3 main protection measures for whistleblowers

1



Work protection



Terminate
(contract), demote,
or punish



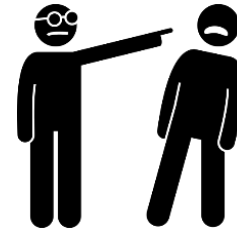
Deduct salary, fine,
or reduce bonus



Take away
privileges



Make adverse
changes in workplace
location or job duties



Unlawfully disclose
the whistleblower's
identity

1-1 Adverse treatment of whistleblowers is prohibited



Reinstatement
to the position
or job duties



Restoration of
seniority, privileges,
or bonuses



Back pay and
compensation for
property losses



Compensation for
non-pecuniary
damages and
restoration of
reputation

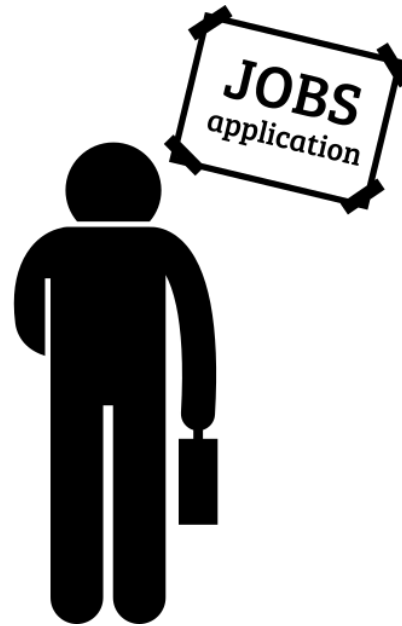


Severance pay,
pension, and
compensation

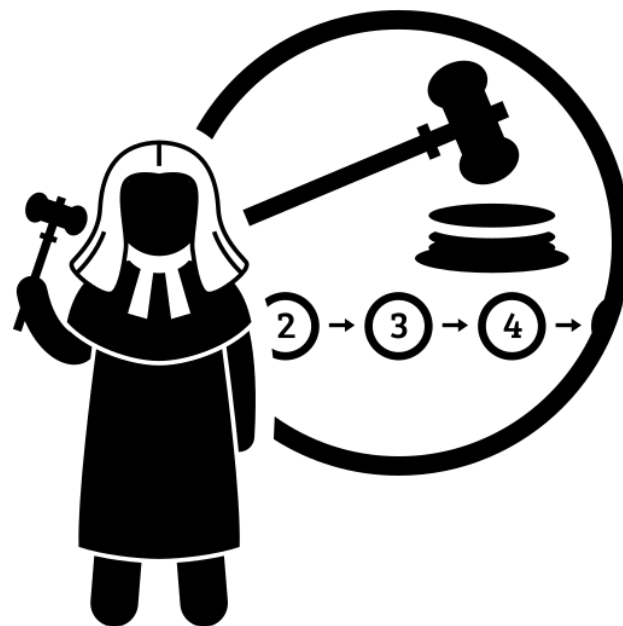
1-2 Whistleblowers who receive adverse treatment may claim reinstatement, damages, and back pay



1-3 Clauses prohibiting whistleblowing are ineffective



1-4 Whistleblowers who are exempted may apply for reinstatement as a civil servant



1-5 Procedural protection



**Counterclaims of whistleblowers are given
priority for investigation**



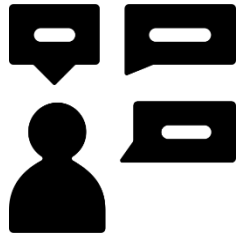
**In other words, during remedial procedures,
if a whistleblower claims that he/she received
adverse treatment due to whistleblowing**



such claims shall be investigated before other matters,
and the validity of the claims shall be determined
based on the results of the investigation



Burden of evidence is reversed



Expose a corruption case



Cooperate in the investigation of a corruption case or serve as a witness



Refuse to take part in a corruption case



Seek remedy after suffering adverse treatment

In order words, if the whistleblower proves that these actions occurred first



Terminate
(contract), demote,
or punish



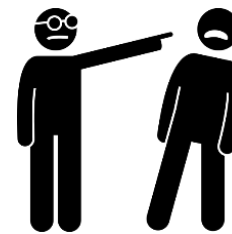
Deduct salary, fine,
or reduce bonus



Take away
privileges



Make adverse changes
in workplace location or
job duties



Unlawfully disclose the
whistleblower's identity

and the adverse treatment occurred
afterwards



**It will be presumed to be retaliation
against the whistleblower**

2



Personal protection

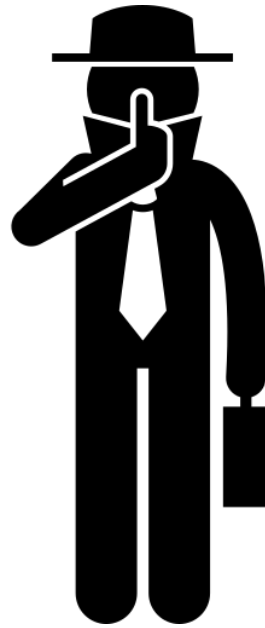


Personal protection measures may be provided to whistleblowers or their close associates in accordance with the Witness Protection Act

3



Confidentiality



3-1 Agencies receiving reports and their personnel must maintain the confidentiality of the whistleblower's identity



Whistleblowers
may request that a
code be used in the
statement or
documents



The statement or
documents may not be
provided to agencies,
groups, or individuals
other than investigative
and judicial authorities



Whistleblowers may make
the request to have their
face concealed, voice
altered, or isolated during
questioning or confrontation

3-2 Whistleblower identity confidentiality measures

**Protecting public welfare
for people to feel safe
whistleblowing.**