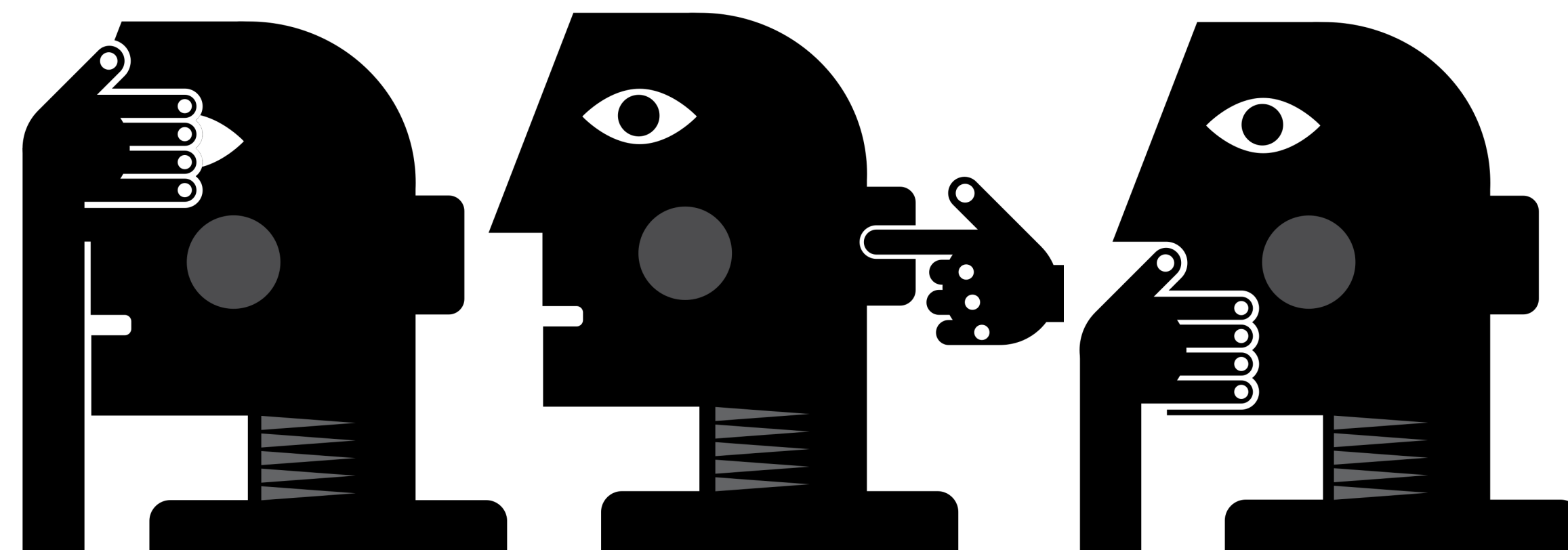


THE ISSUE

- Our dependence on foreign-born workers is increasing.
- Foreign-born workers are subjected to cultural biases against them, and they have their own implicit cultural biases.
- **Understanding these cultural biases and their impact on a foreign-born worker's ability to blow the whistle should be of growing concern for leadership in U.S. companies who employ foreign-born workers.**

THE STUDY / RESULTS

- Whistleblowing; an ethical dilemma that places personal integrity into conflict with organizational loyalty.
- **The growing population of foreign-born workers in the United States impacts ethics comprehension and compliance.**
- Whistleblowing has become more difficult, over time.
- We confuse reading comprehension with culture-effected subject-matter comprehension and acceptance.



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- Method: Qualitative Research (literature review); Quantitative Research (employee survey); analysis of other ethics programs to determine generalization across other industries.
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FOREIGN-BORN WORKERS AND THE CULTURE OF WHISTLEBLOWING

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CONCLUSIONS

- Foreign-born worker ethics compliance comprehension is diminished, leaving them ill-prepared to blow the whistle, reducing the effectiveness of ethics compliance programs and exposing organizations to greater ethics-related risk.

RECOMMENDATIONS

- Recognize, accept, and communicate the Issue
- Increase cultural awareness for everyone
- Improve training