



INCLUSIVE SIGNALLING SYSTEM



Programme



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Reporting means protecting

Reporting is often the first source of information about irregularities and a key tool for maintaining a safe and ethical working environment.

Its effectiveness depends on the system's ability to protect whistleblowers and provide feedback on the results.

Too often limited to an email address, it must instead become an inclusive system based on listening, which places protection and responsibility at the heart of alert management.

The pillars of an inclusive reporting system



Objectives

The training is aimed at individuals who wish to master the principles and practices of an inclusive alert system that emphasises the recognition of vulnerabilities.

It aims to strengthen participants' capacity to:

- Understand the legal framework, issues and principles of reporting within organisations.
- Integrate an approach focused on protection, listening and shared responsibility.
- Analyse concrete situations and draw transferable lessons from them.
- Design reliable, inclusive mechanisms that are adapted to the organisational context and constraints.



Requirements

- Target audience: managers, HR managers, integrity unit members, staff representatives, compliance coordinators.
- Prerequisites: none
- Equipment: PC | Smartphone
- Duration: 3 hours
- Accessibility: for all, see the "Training accessibility" sheet
- Output: educational booklet containing advice on:
 - 1) Designing reporting channels;
 - 2) Evaluating alerts;
 - 3) Managing responses;
 - 4) Protection;
 - 5) Integrating the system within the organisation.

Teaching methods

The training is based on interactive teaching methods that combine:

- Structured theoretical input (principles of reporting, contributions from care ethics, examples of good practice);
- Recent case studies, allowing for critical and collective perspective;
- Practical workshops, encouraging the application of concepts to realistic scenarios;
- Group discussions focused on identifying dilemmas, tensions and courses of action.



Training schedule

Timing	Description
15 min	Introduction: - Discussion on needs and context - Workshop objectives
40 min	Legal and theoretical frameworks: - Principles, challenges and best practices of inclusive whistleblowing - Legal framework and anchoring within the organisation - Granularity of monitoring indicators
30 min	Guided discussion based on case studies: - UNOPS: dysfunction; fear and opacity - AFD: diversification of channels; transparency issues
60 min	Practical workshops: Working questions: vulnerabilities, channels, support
20 min	Group discussion: - Dilemmas: legal protection vs care; "good protection"; façade risks - Discussion points for the group
15 min	Assessment and validation: - Application exercise; group feedback - Conclusions

Assessment and validation 🎓

Assessment is based on interactive teaching methods that combine:

- A test at the end of the training course for each participant, related to the training and the participant's professional context. This skills assessment identifies what has been learned and areas for improvement.
- Collective feedback to consolidate learning.
- A certificate of participation certified by Ethicor, issued after validation.

Ethicor ensures the traceability and monitoring of assessments in accordance with confidentiality rules.

TRAINER



Dr. Guillaume Nicaise

Guillaume has been working for over ten years on corruption prevention, risk management and the implementation of organisational cultures based on trust.

He has worked for the U4 Anti-Corruption Centre, supporting ministries and development agencies in eight different countries, as well as for GIZ and other international organisations such as NATO.

He now assists international organisations in strengthening their whistleblowing systems, incorporating an inclusive approach.



Accessibility of training courses

Ethicor is committed to making its training courses accessible to everyone.

Our modules are designed to be taken online, remotely, from any connected device (computer, tablet or smartphone).

If specific adaptations are required (assisted reading, subtitling, adjusted pace, cognitive or sensory accessibility), participants are invited to contact our accessibility advisor before the start of the training course: contact@ethicor.org

Training materials are available in adaptable digital formats (accessible PDF, optimised contrast, legible font).

Particular attention is paid to inclusive language, fair gender representation and diversity in professional situations in the teaching examples.

Ethicor provides personalised follow-up on accommodation requests to ensure equitable access to training.



Any questions?

Contact us

contact@ethicor.org