# Reporting Retaliation – Protected Disclosure Follow-up

## Purpose of this Template

This template is for reporting victimisation, retaliation, or adverse treatment following a protected whistleblowing disclosure. It should be submitted confidentially to senior HR, legal, or compliance personnel and may serve as part of a legal record of whistleblower protection violation.

## Instructions

• Use if you believe you've been subjected to mistreatment (e.g., demotion, isolation, harassment, dismissal, withheld pay) after making a disclosure.

• Be specific, avoid emotional language, and clearly cite the legal protections involved.

• Keep this document saved with time and delivery records.

## [Your Name and Job Title]

[Insert your full name and job title here]

## [Date]

[Insert today’s date here]

## To: [Head of HR / Legal Counsel / Senior Compliance Officer]

Subject: Formal Report of Retaliation Following Protected Disclosure

## Summary of Previous Disclosure

Dear [Recipient Name],

On [insert original disclosure date], I submitted a protected disclosure regarding [brief description of original concern]. The disclosure was submitted to [initial recipient’s name/role] in accordance with the organisation’s whistleblowing policy and relevant regulatory frameworks (including EU Directive 2019/1937 and/or UK PIDA 1998).

## Retaliation Experienced

Since making this disclosure, I have been subjected to the following treatment, which I believe constitutes unlawful retaliation and a breach of whistleblower protections:

- [E.g., exclusion from meetings or communications]

- [E.g., negative performance review despite previous high ratings]

- [E.g., hostile interactions or verbal intimidation]

- [E.g., delay or withholding of contractually agreed payments or benefits]

- [E.g., threats of legal or disciplinary action without basis]

These developments have occurred despite my disclosures being lawful, relevant, and in the public interest.

## Legal Protections

I must formally remind the organisation that I am protected from retaliation under applicable law, including:

- The EU Whistleblower Protection Directive (2019/1937), and/or

- The UK Public Interest Disclosure Act (PIDA) 1998.

Any detriment experienced because of a protected disclosure may give rise to legal liability.

## Request for Immediate Remedial Action

I request that the company take immediate action to investigate and halt any retaliatory behaviour, including the conduct of individuals involved and the impact on my professional standing or wellbeing.

I also request written confirmation of the protective measures being taken to prevent further harm or escalation.

## Closing

I am making this notification in good faith and with the aim of restoring a safe, ethical, and law-compliant working environment.

Kind regards,

[Your Name]

[Your Secure Contact Information]

[Your Signature if submitting physically]