# Appeal Letter – Dismissal Following Protected Disclosure

## Purpose of this Template

This document is intended for use when appealing a dismissal that the whistleblower believes was motivated by their protected disclosure. It outlines legal protections, references internal efforts, and requests reversal or review of the dismissal decision.

## Instructions

• Use within 5–10 business days of your dismissal where possible.

• Keep tone respectful and factual. Include key dates and summary of previous reports.

• Adapt legal references to your jurisdiction (UK PIDA, EU 2019/1937, etc.).

## [Your Name and Job Title]

[Insert your full name and your last held job title]

## [Date]

[Insert today’s date here]

## To: [HR Director / Appeal Panel Chair / CEO]

Subject: Formal Appeal Against Dismissal – Protected Disclosure Involved

## Opening Statement

Dear [Recipient Name],

I am writing to formally appeal my dismissal from the position of [Job Title], communicated to me on [Dismissal Date].

## Grounds for Appeal

The dismissal appears to have been directly or indirectly linked to my protected disclosure(s), which were submitted in good faith under the company’s whistleblowing policy and applicable legal frameworks.

Specifically, I raised concerns on [insert disclosure date(s)] regarding [brief summary of concern – e.g., internal fraud, AML breach, data protection failure, regulatory non-compliance].

Following these disclosures, I experienced a marked change in treatment, including [insert retaliation or procedural failures if any], and was later dismissed on grounds I believe to be unjustified and pretextual.

## Legal Basis

Under [choose appropriate law – e.g., Section 103A of the Employment Rights Act 1996 / EU Directive 2019/1937], it is unlawful to dismiss an employee for having made a protected disclosure. The proximity between my disclosures and the adverse actions taken against me gives rise to a strong inference of whistleblower retaliation.

## Appeal Request

I respectfully request the following:

- Immediate review of the circumstances leading to my dismissal;

- Temporary reinstatement or suspension of dismissal pending investigation;

- A formal written response explaining the rationale for the decision and confirmation of compliance with internal procedure and legal requirements.

## Closing

I remain open to resolving this matter in good faith, but I must also reserve my legal rights in the event that this appeal is denied or not handled in accordance with applicable laws.

Thank you for your attention.

Kind regards,

[Your Full Name]

[Secure Contact Info]

[Signature if submitting in hard copy]