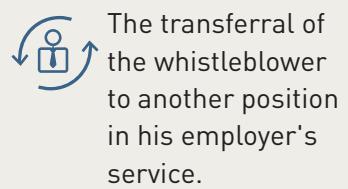


## The essence of the protection of whistleblowers

The Ombudsman is permitted to make any order he deems fit and just to protect the rights of the whistleblower. In general, the appropriate relief is the enforcement of work relations existing prior to the employee's complaint, on condition that the proper functioning of the body in which the complainant works is maintained.

The protection order may therefore instruct the following:



Alternatively, the Ombudsman encourages the parties to reach an agreement, whether by means of mediation or negotiation, in order to enable the continuation of proper work relations, or in appropriate cases, the termination of work relations on terms agreed by the parties.

**A protection order is binding and its breach may be a criminal or disciplinary offence.**

## Examples of protection orders:

2017

The Ombudsman prevented the dismissal of a deputy municipal engineer who assisted the Police in the investigation of suspicions of the perpetration of criminal offences by employees of the municipality.

2016

The Ombudsman gave a protection order to a prosecutor who worked in a municipality, who warned about the giving of political bribes and the involvement of the political echelon in the professional considerations of the municipal prosecution.

2016

The Ombudsman granted a protection order to the managing-director of a municipal company whom the company wished to dismiss following his refusal to employ political activists who had worked on behalf of the company's chairman, who was also the head of the local authority.

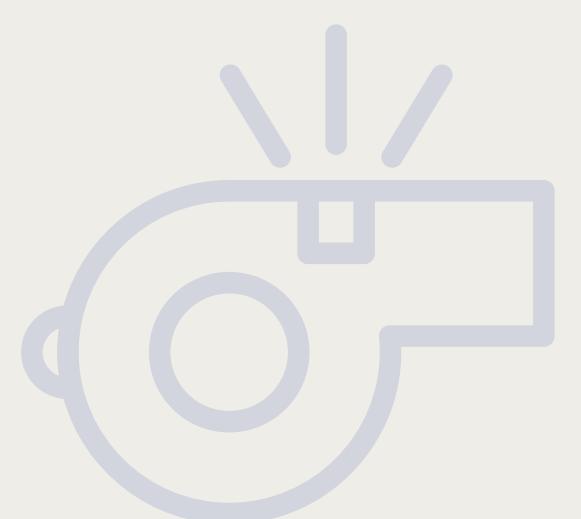
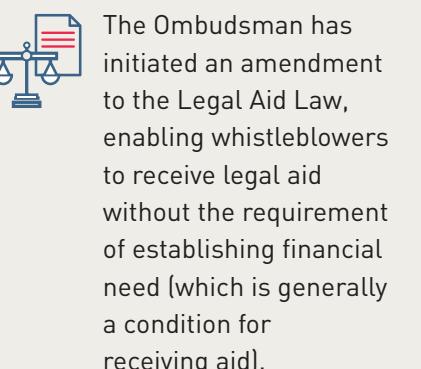
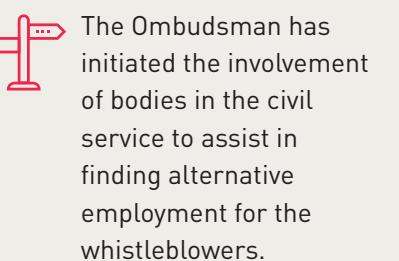
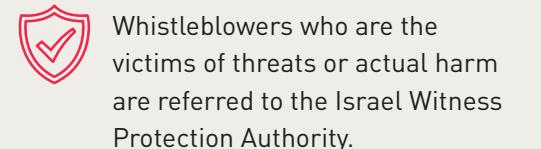
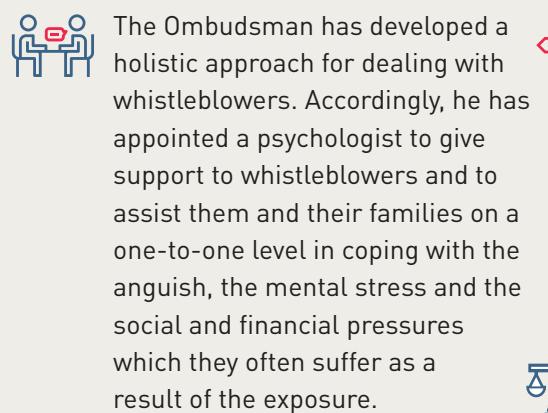
2015

The Ombudsman granted protection orders to three employees in a local council whom the council sought to dismiss following their exposure of irregularities in the council's finances.

## Broadening the protection of whistleblowers

The whistleblower frequently pays the price, both professionally and socially, for "going against the current". He is forced to cope with many pitfalls, arising from the unequal relationship between himself and his employer. These difficulties deter many employees from exposing corruption. The Ombudsman therefore considers the protection of whistleblowers a national concern.

In light of the above, the Ombudsman acts to strengthen the protection of whistleblowers and to broaden it in different ways, as follows:



Further information about the protection of whistleblowers by the Office of the Ombudsman can be found on the website below.

# PROTECTION OF WHISTLEBLOWERS IN ISRAEL



