Template 4 - Reporting victimisation due to whistleblowing

You can use this template to help you write a letter to your employer reporting that you have been victimised for raising whistleblowing concerns. Find out more about what victimisation is [here](https://protect-advice.org.uk/section-2-right-not-to-suffer-detriment/)**.**

A whistleblower only has the *legal* right not to be victimised if your concern qualifies for protection under the whistleblowing laws. This means it must be in the public interest, fall within one of six categories of wrongdoing, and be raised in the right way. You can find out more about this [here](https://protect-advice.org.uk/frequently-asked-questions-2/) **or** [speak to us](https://protect-advice.org.uk/contact-protect-advice-line/)**.**

If the victimisation continues or intensifies after you send this letter, you should consider raising a formal grievance against the individuals victimising you. See [here](https://protect-advice.org.uk/ive-been-victimised-for-raising-concerns/) for other ways to challenge victimisation.

We are always happy to help so if you are unsure about how to report whistleblowing victimisation please [speak to us](https://protect-advice.org.uk/contact-protect-advice-line/)**.**

This is only a guide. Please edit or adapt it to suit you.

Dear…

[If your employer has a whistleblowing policy, you should address this letter to the person or department that handles whistleblowing victimisation.

If your employer does not have a whistleblowing policy, you should address this letter to a senior manager who is not victimising you, or other relevant department, such as Human Resources.]

I am writing to you [in accordance with the whistleblowing policy] because I am being victimised as a result of having raised whistleblowing concerns.

I raised whistleblowing concerns to [insert name] on [insert date]. My concerns were [explain the concerns that you raised. If it was not in writing then provide as much detail here as possible].

After I did this, I was subjected to the following negative treatment.

**Here you should explain:**

* **Who caused you the detriment**
* **What the detriment was**
* **When you suffered the detriment**
* **The negative effects on you as a result of the detriment**
* **Whether it occurred on multiple occasions, and give details**

***If your employer has a whistleblowing policy, consider including the following:***

The whistleblowing policy states that victimisation of anyone who raises whistleblowing concerns or speaks up will not be tolerated. [Quote the policy here if you can]

The concerns I raised clearly fall within the scope of the policy because [Give details here of how you believe your concerns are covered by the whistleblowing policy].

In addition, I have the right not to be victimised or treated negatively in any way for raising whistleblowing concerns under the Public Interest Disclosure Act 1998 (PIDA). If you can, explain how your disclosures meet the criteria of a protected disclosure within the meaning of PIDA. See [here](https://protect-advice.org.uk/advice-line-2/faqprotecteddisclosure/)].

As such, the negative treatment to which I am being subjected is a breach of company policy and my employment law rights. I request that you take some action to stop [name individual] from victimising me as I have described above.

***If your employer does not have a whistleblowing policy, consider including the following:***

Under the Public Interest Disclosure Act 1998 (PIDA), I have the right not to be victimised or treated negatively in any way for raising whistleblowing concerns. [If you can, explain how your disclosures meet the criteria of a protected disclosure within the meaning of PIDA. See [here](https://protect-advice.org.uk/advice-line-2/faqprotecteddisclosure/)]

The negative treatment to which I am being subjected is a breach of my employment law rights and I request that you take some action to stop [name individual] from victimising me as I have described above.

I would be grateful if you could please acknowledge receipt of this letter, and provide a response within two weeks of what action you will take. I am happy to discuss this further and supply any additional information you may require.

Best wishes,

[Your name]