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VOICEGUARD PROJECT

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OVERVIEW

VoiceGuard: Whistleblower Empowerment & Support Initiative is a pan-European support structure for whistleblowers throughout the European Union, and an advocate for their protection, following the EU Whistleblower Protection Directive-2019/1937.



The support system developed into the project will provide legal and practical services, such as a whistleblower hotline, guidance and useful resources for public and private sector.



Meeting the challenge of fragmentation and inconsistencies in whistleblower protection laws, VoiceGuard project fills the gaps by creating a pan-European whistleblower protection umbrella.



VoiceGuard project brings innovative technological solutions, complementing existing initiatives and enhancing transnational cooperation.



Given the fact that this project is working both on the human and technological sides of whistleblower protection its applicability and effectiveness is ensured within the European participating countries and in the European Union.





OBJECTIVES

VoiceGuard: Whistleblower Empowerment & Support Initiative bridges the gaps and inconsistencies in existing national frameworks by providing a unified, EU-wide support system offering legal, psychological and practical assistance, training programs, confidential resources.



**WHISTLEBLOWER
RESOURCE CENTRE**



**NETWORK OF
PROFESSIONALS**



**DIGITAL PLATFORM
AND DIGITAL TOOLS**



**COMPREHENSIVE
TRAINING PROGRAM**



**AWARENESS RAISING ON
WHISTLEBLOWER PROTECTION**





IMPACT & RESULTS

After the completion of the project it is aimed to have:

01

A multilingual **Whistleblower Resource Centre** offering up-to-date practical tools and materials, including a Needs Analysis Report, Best Practices Research Report on whistleblower protection in EU; Policy Recommendations Report.

02

A **Network of professionals** including legal experts, psychologists, counselors, and advocacy groups, capable to provide holistic support, information and guidance to whistleblowers in a secure and confidential manner.

03

A fully operational, confidential **Digital Platform** for whistleblower support accessible across 6 participating EU countries.

04

A **Comprehensive Training Program** tailored for both private and public organizations. At least 200 individuals trained across key target groups, equipped with the competencies to implement and advocate for effective whistleblower protections

05

Increased awareness and legal clarity among public and by potential whistleblowers of the existing support services, as well as of the rights provided under the Directive on whistleblower protection.

06

Strengthened cross-border cooperation and convergence of national practices towards a more consistent EU-wide approach to whistleblower protection.





RESEARCH ACTIVITIES

The VoiceGuard project seeks to enhance the implementation and effectiveness of whistleblower protection throughout the European Union. The research activities constitutes the analytical core of the project and includes needs analysis, skills Assessment, best practices, policy recommendations. Collectively, these components establish a comprehensive evidence base to identify gaps, build capacity, and develop practical tools for improving whistleblower protection systems. Past efforts have laid the groundwork for the completion of these challenges; VoiceGuard builds on those results by supporting more comprehensive, accessible, and harmonized services.



Main estimated results

Needs Analysis Report on the status regarding whistleblower support services with identification of existing gaps.

Skills Assessment as a detailed report on the skills and competencies required for effective implementation of Directive 1937/2019.

Best Practices Research Report & Toolkit documenting best practices in whistleblower protection, including case studies and guidelines.

Policy Report providing recommendations and capacity-building initiatives based on research findings.



WHISTLEBLOWER RESOURCE CENTRE

At the heart of VoiceGuard is the Whistleblower Support Centre, the focal point for all related services: legal advice, psychological counselling and practical assistance. By putting these services together in one place, VoiceGuard creates a one-stop platform that simplifies the complexity of quality support given to the whistleblower across diverse jurisdictions.

The Whistleblower Resource Centre benefits from secure communication tools – Hotline, support options and detailed guides for reporting. All related activities integrate gender-sensitive approaches so that support services will be available and suitable for both men and women.





VOICEGUARD NETWORK & SUPPORT SYSTEM

VoiceGuard Network and Support System for whistleblowing involves the development of a robust and well-coordinated professional network that provides comprehensive support services to potential whistleblowers, taking into account legal, psychological, and practical needs of the whistleblowers throughout the reporting period.

The support system will provide practical services, such as a whistleblower hotline, clear guidance, information and other useful resources for public and private sector enterprises.



The network will be built with the structure of psychologists and counsellors having experience to help whistleblowers. Moreover, this service shall be through a well-confidential online platform reporting.





VOICEGUARD NETWORK & SUPPORT SYSTEM

The main estimated result: comprehensive support network established within the frame of this project, such as legal assistance, will become responsible for qualitative long-term changes in the approach to whistleblower protection-from reactive ad-hoc approaches to proactive, consistent and supportive.



KEY GOALS DURING THE PROJECT IMPLEMENTATION

Create a well-coordinated network of organizations and professionals, including legal experts, psychologists, counsellors and advocacy groups, to provide diverse and holistic support to whistleblowers.

Develop and distribute detailed and user-friendly resources that address the legal, psychological, and practical aspects of whistleblowing.

Launch a 24/7 support hotline to provide whistleblowers with immediate and expert assistance throughout their journey.



Professionals willing to help whistleblowers are invited to join this EU network and be part of an international team, benefiting from customized training, efficient tools and exchange of good practices.





DIGITAL PLATFORM & DIGITAL TOOLS

Designed as a reliable source of information and guidance, the VoiceGuard Digital Platform offer secure, standardized access to information and resources for potential whistleblowers and guides users towards the appropriate national reporting channels and support bodies.



The platform ensure inclusive language and gender-sensitive design, while gender-disaggregated data will be collected to monitor participation rates and adapt strategies accordingly.



KEY OBJECTIVES DURING THE PROJECT IMPLEMENTATION

- Develop an innovative digital platform incorporating AI and blockchain technology to facilitate whistleblower support, reporting, and training.
- Create digital tools leveraging advanced technologies to streamline the whistleblowing process, ensure confidentiality and enhance data security.
- Enhance accessibility and usability of whistleblower resources through cutting-edge digital solutions.
- Foster collaboration and information sharing among stakeholders via state-of-the-art digital innovations.





DIGITAL PLATFORM & DIGITAL TOOLS

The platform serve also as the central hub where all the tools, training modules, and supporting services of all activities within the project will be hosted. The digital platform, which integrates AI-driven reporting tools, blockchain for data security and interactive resources for whistleblowers and organizations, will remain accessible and functional for several years after the project ends.

MAIN ESTIMATED RESULTS

- Increasing trust and accessibility of whistleblowing mechanisms.
- Providing secure and user-friendly support for diverse stakeholders.
- Enhancing transparency, accountability, and gender-sensitive protection.
- Offering long-term infrastructure for training and knowledge-sharing across the EU.



The design of the platform follow a user-centered approach, helping a potential whistleblower understand their situation (e.g. rights, risks, next steps) through guided information.





WHISTLEBLOWER PROTECTION TRAINING PROGRAM



The Whistleblower Protection Training Program carried out within the project creates a unique learning opportunity on the knowledge, skills and tools for efficient implementation of Directive 1937/2019.

KEY GOALS DURING THE PROJECT IMPLEMENTATION

Design and deliver comprehensive training programs tailored for both private and public organizations in six EU countries.

Educate potential whistleblowers about their rights and the reporting process.

Provide organizations across EU with the knowledge and tools necessary to implement Directive 1937/2019 effectively.

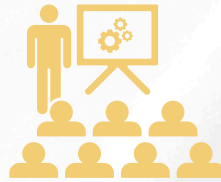
Develop sector-specific training modules to address unique challenges and requirements.

MAIN ESTIMATED RESULTS

Enhance the capacity of public and private sector actors to implement Directive 1937/2019 on whistleblower protection.

Sustainable, EU-wide whistleblower protection framework by building national and cross-border capacity.

Contribution to systemic change and harmonization in the field of whistleblower protection across EU.



Target groups includes compliance officers from private and public organizations, lawyers, HR managers, potential whistleblowers, policy makers, NGO representatives and various stakeholders aiming to give the participants a solid and profound insight into this directive to facilitate protection and a culture of transparency in their organizations or working environments while protecting the rights of the whistleblowers.

WHISTLEBLOWER PROTECTION TRAINING PROGRAM





AWARENESS RAISING

The lack of knowledge about whistleblowers rights and protections provided by EU Directive and national legislation acts as a deterrent to individuals from reporting wrongdoing, both in public and business sectors.

By targeted awareness and advocacy actions, VoiceGuard project contribute to increasing whistleblower protection across the EU while enhancing gender equality and non-discrimination.



In the short run: increasing awareness and availability of support services for whistleblowers and related stakeholders.

Medium-term: consolidating a wider whistleblower protection ecosystem across the EU.

Long-term: achieving systemic change and innovation in whistleblower protection within the EU.





VOICEGUARD PROJECT PARTNERS

VoiceGuard project is implemented by a consortium that includes both NGO`s and companies with relevant experience in the field: Baltasar Garzón International Foundation (FIBGAR), NOVEL Group, Transparency International Romania (TI-RO), Transparency International Bulgaria (TI-BG), MD BRAINNOVATION, OZIVENI Z.S.

Find more about VoiceGuard project ambitious objectives, activities and results on [projects website](#) and follow us on [Facebook](#) and [LinkedIn](#).





CITIZENS, EQUALITY, RIGHTS AND VALUES PROGRAMME

The objective of the Citizens, Equality, Rights and Values (CERV) programme is to protect and promote rights and values as enshrined in the EU Treaties and the Charter of Fundamental Rights. In particular, by supporting civil society organisations active at local, regional, national and transnational level.

It aims to sustain and develop open, rights-based, democratic, equal and inclusive societies based on the rule of law. That includes a vibrant and empowered civil society, encouraging people's democratic, civic and social participation and cultivating the rich diversity of European society, based on our common values, history and memory.

Civil society organisations active at local, regional, national and transnational level, as well as other stakeholders, can apply to receive CERV funding for initiatives aimed at citizens' engagement, equality for all and the protection and promotion of rights and EU values..

VoiceGuard project is co-funded by the European Union through the European Commission - Citizens, Equality, Rights and Values programme.

For more information, please see the [Citizens, Equality, Rights and Values programme website](#)



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