

RISK SOLUTIONS UPDATE

EMPLOYERS REPORT CRITICAL NEED FOR REPORTING FINANCIAL AND EMPLOYMENT ISSUES

A Company Is Severely Exposed Without An Employee Ethics Line In Place.

In order for a corporation to protect themselves from unfavorable litigation regarding sexual harassment and discrimination, it has become imperative for most business concerns large and small to implement a third party, "non biased interactive verbatim reporting system", also known as an ethics hotline.

Why does a company need a reporting system?

In order to meet compliance requirements relative to sexual harassment and discrimination.

Why does it need to be anonymous?

Refer to Corporate Responsibility Act. (Sarbanes-Oxley). Refer to Chapter 8 of the Guidelines for Federal Sentencing.

Why must it be third party and not self administered?

Once again, refer to the guidelines. By being third party, all bias is removed; i.e., an employee cannot refute the validity of the reporting system, nor can a jury be swayed by inferences of employer bias.

What other major benefits are received by utilizing a third party system?

In addition to protection from liability and compliance issues, the company can benefit from the conduit of information flowing from its employees. Employees will utilize the system because they have no fear of retribution due to the third party and anonymity features of the program.

Theft, fraud, vandalism, workers compensation claims, and supervisor-subordinate issues are tremendously reduced. One agency reports that by the implementation and promotion of a third party, anonymous reporting system, **losses were reduced twenty two percent.** from the previous years loss figures.



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