

Dear Selection Committee,

I am pleased to offer my support for the WIN Culture and Practices Challenge application submitted by End Workplace Abuse. I believe this initiative addresses a critical gap in how workers, particularly women, are supported when they face bias, retaliation, and toxic workplace culture. As a member of the Global Civil Society for the UN Coalition of Against Corruption Working Group on Gender and a participant in the Status on Women sessions, I have learned first-hand how women experience corruption and workplace violence in a uniquely challenging way because of their social status and positionality in organizations.

Through my work with Whistleblowers of America (WoA), I have seen firsthand how reporting mechanisms often fail the very people they are meant to protect. WoA has collected survey data that shows the variances in reporting by gender and the psychosocial impacts of retaliation that are unique to women.

Throughout my career, I have had extensive experience designing and operating support lines, including helping to create the Military Crisis Line protocols in the United States and establishing a peer support line in Afghanistan that grew out of a program I oversaw from a New Jersey call center when I was the Director of the Defense Suicide Prevention Office. These experiences have underscored the importance of accessible, trusted, and well-designed channels for people who are navigating high-risk situations and power imbalances.

What draws me to this proposal is its focus on early intervention and real-time support through an employee advocate model. Too often, workers facing retaliation or abuse are left without guidance at the moment they most need it. The concept of an advocate hotline, paired with trained advocates who understand retaliation dynamics and sector-specific risks, has strong potential to reduce harm before careers, health, or livelihoods are derailed. This approach is

especially important for federal and public sector workers, who often face complex reporting structures and heightened retaliation risks when they speak up.

Whistleblowers of America has long explored the idea of a dedicated text line or hotline to support workers, but sustaining such a resource requires consistent funding. The framework proposed in this application aligns closely with that vision and offers a practical pathway to making this kind of support accessible and scalable.

For these reasons, I support this application and believe it aligns well with the WIN Challenge's focus on advancing safety, accountability, and equity through innovative, systems-level solutions.

Dr. Jackie Garrick
Founder
Whistleblowers of America