**Key Terms**

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Richard Burnor and Yvonne Raley

Chapter 16: Organizational Ethics – Whistleblowing

**classic analysis of whistleblowing** The analysis of whistleblowing developed in business ethics. It includes five conditions: motive, proper channels, severity/urgency, evidence, success.

**complicity condition** Condition of the modified analysis of whistleblowing that requires that whistleblowing is the only way for the individual to remove himself from being complicit.

**complicity theory** Maintains that whistleblowing may be morally justified when a whistle-blower acts to avoid being an accomplice or accessory in committing a wrong.

**evidence condition** Condition of the classic analysis of whistleblowing that requires that the whistleblower must have objective, compelling evidence of the problem.

**modified analysis of whistleblowing** The set of conditions that must be fulfilled (as argued in the text) for whistleblowing to be morally justified or even become one’s moral duty.

**motive condition** Condition of the classic analysis of whistleblowing that requires that the whistleblower’s motives must be morally right.

**overall success condition** Condition of the modified analysis of whistleblowing that requires that the individual should reasonably expect her whistleblower to produce a morally better overall result.

**proper channels condition** Condition of the classic and modified analyses of whistleblowing that requires that if possible, the whistleblower must address the problem by internal channels.

**severity condition** Condition of the modified analysis of whistleblowing that requires that an individual has substantial knowledge of a problem threatening significant moral harm.

**severity/urgency condition** Condition of the classic analysis of whistleblowing that requires that there must be a serious and pressing threat to be addressed by whistleblowing.

**substantiation condition** Condition of the modified analysis of whistleblowing that requires that a whistleblower must have evidence sufficient to persuade a reasonable outsider of the problem.

**success condition** Condition of the classic analysis of whistleblowing that requires that the whistleblowing can be expected to help successfully solve the problem.

**unintentional complicity** A person furthers a problem without realizing a threat or intending harm.

**whistleblowing** The act of exposing illegal, immoral, or dangerous practices occurring within an organization to others who can address the problem.