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Managing compliance: Exit interviews

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Exit interviews are a must to maintain an effective compliance program because they offer departing employees an opportunity to share compliance concerns that have not been reported or resolved and could ultimately help prevent individuals from becoming whistleblowers, according to guidance from compliance professionals and the Office of Inspector General.^[1]

Policy and procedure

Organizations should implement a policy and procedure outlining their exit interview process and questions that will be asked.

Some organizations use human resources to conduct exit interviews. Organizations that do should ensure compliance-focused questions are incorporated into the interview and that responses are shared with the compliance department to determine whether anything needs to be investigated.

Other organizations have the compliance department conduct its own exit interviews that specifically focus on compliance-related questions.

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