

## Removing the Negativity and Stigma of Speaking Up Removing the Negativity and Stigma of Speaking Up

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- Discuss studied observations such as "The Deaf Effect," "Normalization of Deviance," and other concepts found in peer-reviewed literature
- Explore key principles for creating a climate that promotes safe internal whistleblowing free from fear of retaliation
- Understand the true value of issues raised via whistleblowing and the positive impact that can result for an organization

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