

## **Good Governance and Whistleblowing: A Case of a Higher Education Institution (HEI) in South Africa**

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**ABSTRACT** The article aims to explore the attitudes of employees toward the Protected Disclosures Act (2000) in providing protection to whistleblowers in South Africa. It seeks to examine the extent to which employees are encouraged to blow the whistle at higher education institutions, despite legislation which protects disclosures made in good faith. The assessment is conducted in the light of empirical research conducted at a higher education institution, against literature gleaned on whistleblower legislation and its impact on good governance. The research was limited to the Durban University of Technology, a higher education institution (HEI) in South Africa and may not produce the same findings at other similar higher education institutions. A conceptual framework informed by legislation, policy and procedures and organizational culture was used to determine employee perceptions of whistleblower protection within higher education institutions. The research methodology focused on questionnaires administered to all employees. Despite the implementation of a whistleblowers line at the institution, employees are of the opinion that practices and procedures relating to whistleblowing have not encouraged whistleblowing or even decreased unethical conduct. In light of this research, recommendations are made to promote a culture of whistleblowing that broadly need to be supported and articulated throughout the institution.