

SAFE—IN

Strengthening Actions against Fraud: Empowering whistleblowing directive compliance

Deliverable 3.2

Final agenda of each event

Grant agreement no° 101140591

Project - SAFE-IN

Submission date

2024-06-28

Responsible author(s)

ANCI LOMBARDIA



Deliverable name	Final agenda of each event
Deliverable number	D3.2
Partners providing input to this Deliverable	ANCI Lombardia
Work package	WP3
Dissemination level	PU
Expected submission date	2024-30-06
Actual submission date	2024-28-06

Short Summary

The “Final agenda of each course realized” is a part of Training courses Material. The document describes the target groups and summarizes the programmes, the structure, and the objectives of each events realized. The agenda illustrates macro-areas of interest that are planned. The text gives information about delivery mode (online/in person sessions), duration of each path and registration notice. Special working group was involved as a trainer to ensure to entities from different sectors an hight level of performance to effectively identify training needs and achieve project objectives through collaboration with stakeholders.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN
Strengthening Actions against Fraud:
Empowering whistleblowing directive compliance

Percorso formativo e laboratoriale
**“La nuova normativa sul whistleblowing nelle
pubbliche amministrazioni”**



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commision is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Obiettivi

Il percorso intende sviluppare conoscenze, modelli di intervento e buone pratiche per l'applicazione della normativa italiana sul whistleblowing (d.lgs. n.24/2023) al fine di promuovere l'integrità nella gestione dei processi e garantire effettivi livelli di protezione ai segnalanti all'interno della propria organizzazione.

Destinatari

Il percorso si rivolge **al personale delle pubbliche amministrazioni** con particolare riferimento a gestori dei canali interni di segnalazione. Possono essere coinvolte anche altre figure interne all'Amministrazione come ad esempio: i responsabili della gestione delle risorse umane, dirigenti delle aree a rischio corruzione e/o altri soggetti che gestiscono i controlli interni all'organizzazione.

Struttura e calendario

Formazione online: “La gestione del whistleblowing. Profili normativi, etici e organizzativi”

- Webinar 1. La protezione del valore pubblico mediante i sistemi di whistleblowing: benefici etici ed organizzativi
Lunedì 17 giugno ore 9,00 – 11,00
- Webinar 2. Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing
Venerdì 28 giugno ore 10,30 – 12,30

Laboratorio in presenza: “We can do it! Come gestire una segnalazione”

- **martedì 17 settembre ore 9,00 – 18,00**

oppure

- **lunedì 7 ottobre ore 9,00 – 18,00**

È possibile partecipare solo ad una delle date del laboratorio. Il numero massimo di partecipanti al laboratorio per ogni singola data sopra indicata è di 25 persone.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of this report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Programma

Formazione online: *“La gestione del whistleblowing. Profili normativi, etici e organizzativi”*

Incontri	Contenuti	Docenti
Webinar 1 – <i>La protezione del valore pubblico mediante i sistemi di whistleblowing: benefici etici ed organizzativi.</i>	<ul style="list-style-type: none"> - Il Whistleblowing: istituto giuridico o esperienza individuale? - Whistleblowing ed Ethos Organizzativo: un rapporto difficile - La revisione dei codici di comportamento - Whistleblowing e la protezione del valore pubblico - Whistleblowing e il suo coordinamento con il sistema dei controlli interni. 	Giorgio Frascini/ Alessia Rizzo Andrea Ferrarini Ermelindo Lungaro
Webinar 2 - <i>Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing.</i>	<p>Il D.lgs. 24/23 e gli impatti normativi/organizzativi per la Pubblica Amministrazione:</p> <ul style="list-style-type: none"> - I soggetti tutelati dalla normativa e le relative misure di protezione - Il contenuto delle segnalazioni - I tre canali di segnalazione, le relative modalità di gestione ed il ruolo di ANAC - I canali interni di segnalazione: investire in “tecnologia” o puntare sulla “fiducia”? - Il gestore del canale interno delle segnalazioni: responsabilità, competenze ed attività - Il processo di gestione delle segnalazioni interne e i suoi impatti nei PIAO/PTPCT. <p>L'evoluzione dell'istituto giuridico del whistleblowing nel tempo e le migliori pratiche diffuse</p>	Valeria Vergine Ermelindo Lungaro Andrea Ferrarini Giorgio Frascini/ Alessia Rizzo

Laboratorio in presenza: *“We can do it! Come gestire una segnalazione.*

Attività	Contenuti	Docenti
Lavori di gruppo: gestione simulata di una segnalazione interna, avente ad oggetto un'ipotetica violazione che potrebbe avere luogo in una pubblica amministrazione.	I gruppi dovranno decidere in autonomia come gestire la segnalazione. L'analisi degli esiti dell'attività laboratoriale sarà poi discussa con i docenti, al fine di identificare momenti critici e buone pratiche di gestione della violazione segnalata e dei rischi di ritorsioni ai danni del segnalante o di soggetti a lui collegati.	Andrea Ferrarini Giorgio Frascini/ Alessia Rizzo Ermelindo Lungaro Valeria Vergine



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Modalità di erogazione e durata

Il percorso si compone di sessioni formative e attività laboratoriali.

- La formazione sarà erogata in modalità *online*, attraverso due webinar, dalla durata di due ore ciascuno.
- L'attività laboratoriale sarà erogata in una giornata di otto ore. È quindi possibile partecipare solo ad una delle date sopra citate. Il laboratorio sarà svolto in presenza, presso la sede di ANCI Lombardia Via Rovello, 2 - 20121 Milano, MI.

Informazioni e iscrizioni.

L'evento si terrà in modalità online, è possibile iscriversi tramite il seguente [LINK](#)

Si ricorda che il link di accesso all'evento online sarà inviato a completamento della fase di iscrizione.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commision is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN
Strengthening Actions against Fraud:
Empowering whistleblowing directive compliance

Training and Workshop Path
**“The new legislation on whistleblowing in
public administrations”**



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commision is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Objectives

The path aims to develop knowledge, intervention models, and best practices for the application of the Italian legislation on whistleblowing (Legislative Decree no. 24/2023) to promote integrity in process management and ensure effective levels of protection for whistleblowers within their organization.

Target Audience

The path is intended for **public administration personnel**, particularly those managing internal reporting channels. Other internal figures within the administration can also be involved, such as HR managers, heads of areas at risk of corruption, and other individuals managing internal controls within the organization.

Structure and Schedule

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

- Webinar 1. Protecting public value through whistleblowing systems: ethical and organizational benefits

Monday, June 17, 9:00 AM – 11:00 AM

- Webinar 2. Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive

Friday, June 28, 10:30 AM – 12:30 PM

In-person Workshop: "We can do it! How to manage a report"

- **Tuesday, September 17, 9:00 AM – 6:00 PM**

or

- **Monday, October 7, 9:00 AM – 6:00 PM**

Participation is only possible on one of the workshop dates. The maximum number of participants for each workshop date is 25 people.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of this report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Program

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

Session	Contents	Speakers
Webinar 1 - <i>Protecting public value through whistleblowing systems: ethical and organizational benefits</i>	<ul style="list-style-type: none"> - Whistleblowing: legal institution or individual experience? - Whistleblowing and Organizational Ethos: a difficult relationship - Revising codes of conduct - Whistleblowing and the protection of public value - Whistleblowing and its coordination with the internal control system 	Giorgio Fraschini, Alessia Rizzo, Andrea Ferrarini, Ermelindo Lungaro
Webinar 2 - <i>Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive</i>	<p>Legislative Decree 24/23 and regulatory/organizational impacts for Public Administration:</p> <ul style="list-style-type: none"> - The subjects protected by the legislation and related protection measures - The content of the reports - The three reporting channels, their management methods, and the role of ANAC - Internal reporting channels: investing in "technology" or focusing on "trust"? - The manager of the internal reporting channel: responsibilities, skills, and activities - The process of managing internal reports and its impacts on PIAO/PTPCT. 	Valeria Vergine, Ermelindo Lungaro, Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo

In-person Workshop: "We can do it! How to manage a report."

activities	Contents	Speakers
simulated management of an internal report concerning a hypothetical violation that could occur in a public administration	The groups will independently decide how to manage the report. The analysis of the outcomes of the workshop activity will then be discussed with the instructors to identify critical moments and best practices for managing the reported violation and the risks of retaliation against the whistleblower or related subjects.	Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo, Ermelindo Lungaro, Valeria Vergine



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Delivery Mode and Duration

The path consists of training sessions and workshop activities.

- The training will be delivered *online* through two webinars, each lasting two hours.
- The workshop activity will be delivered in an eight-hour day. Participation is possible only on one of the above-mentioned dates. The workshop will be held in person at ANCI Lombardia, Via Rovello, 2 - 20121 Milano, MI.

Information and Registration

The event will be held online, and registration can be done through the following [LINK](#). The access link to the online event will be sent upon completion of the registration phase.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

Percorso formativo e laboratoriale

**“La nuova normativa sul whistleblowing nelle
società e negli enti in controllo pubblico”**



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Obiettivi

Il percorso intende sviluppare conoscenze, modelli di intervento e buone pratiche per l'applicazione della normativa italiana sul whistleblowing (d.lgs. n.24/2023) al fine di promuovere l'integrità nella gestione dei processi e garantire effettivi livelli di protezione ai segnalanti all'interno della propria organizzazione.

Destinatari

Il percorso si rivolge **al personale delle società e negli enti in controllo pubblico** con particolare riferimento ai soggetti apicali e ai gestori dei canali interni di segnalazione, con la possibilità di coinvolgere anche altre figure come ad esempio: responsabili della gestione delle risorse umane, dirigenti delle aree a rischio 231/corruzione e/o altri soggetti che gestiscono i controlli interni all'organizzazione (es. Internal Audit, Compliance & Risk Management).

Struttura e calendario

Formazione online: “La gestione del whistleblowing. Profili normativi, etici e organizzativi”

- Webinar 1. La generazione di valore per le imprese mediante i sistemi di whistleblowing: benefici etici e di governance
Lunedì 17 giugno ore 14,00 – 16,00
- Webinar 2. Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing
Venerdì 28 giugno ore 14,30 – 16,30

Laboratorio in presenza: “We can do it! Come gestire una segnalazione”

- **giovedì 19 settembre ore 9,00 – 18,00**

oppure

- **mercoledì 2 ottobre ore 9,00 – 18,00**

È possibile partecipare solo ad una delle date del laboratorio. Il numero massimo di partecipanti al laboratorio per ogni singola data sopra indicata è di 25 persone.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Programma

Formazione online: *“La gestione del whistleblowing. Profili normativi, etici e organizzativi”*

Incontri	Contenuti	Docenti
Webinar 1 - <i>La generazione di valore per le imprese mediante i sistemi di whistleblowing: benefici etici e di governance.</i>	<ul style="list-style-type: none"> - Il Whistleblowing: istituto giuridico o esperienza individuale? - Whistleblowing ed Ethos Organizzativo: un rapporto difficile - La revisione dei codici di comportamento - Whistleblowing e il suo valore aggiunto per la compliance - Whistleblowing e il suo coordinamento con il sistema dei controlli interni. 	<p>Giorgio Frascini/ Alessia Rizzo</p> <p>Andrea Ferrarini</p> <p>Emelindo Lungaro</p>
Webinar 2 - <i>Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing.</i>	<p>Il D.lgs. 24/23 e gli impatti normativi/organizzativi per Società o Enti in controllo pubblico:</p> <ul style="list-style-type: none"> - I soggetti tutelati dalla normativa e le relative misure di protezione - Il contenuto delle segnalazioni - I tre canali di segnalazione, le relative modalità di gestione ed il ruolo di ANAC - I canali interni di segnalazione: investire in “tecnologia” o puntare sulla “fiducia”? - Il gestore del canale interno delle segnalazioni: responsabilità, competenze ed attività - Il processo di gestione delle segnalazioni interne e i suoi impatti nei PTPCT e/o Modelli 231. <p>L'evoluzione dell'istituto giuridico del whistleblowing nel tempo e le migliori pratiche diffuse</p>	<p>Valeria Vergine</p> <p>Emelindo Lungaro</p> <p>Andrea Ferrarini</p> <p>Giorgio Frascini/ Alessia Rizzo</p>

Laboratorio in presenza: *“We can do it! Come gestire una segnalazione.*

Attività	Contenuti	Docenti
Lavori di gruppo: gestione simulata di una segnalazione interna, avente ad oggetto un'ipotetica violazione che potrebbe avere luogo in una società pubblica /ente in controllo pubblico	I gruppi dovranno decidere in autonomia come gestire la segnalazione. L'analisi degli esiti dell'attività laboratoriale sarà poi discussa con i docenti, al fine di identificare momenti critici e buone pratiche di gestione della violazione segnalata e dei rischi di ritorsioni ai danni del segnalante o di soggetti a lui collegati.	<p>Andrea Ferrarini</p> <p>Giorgio Frascini/ Alessia Rizzo</p> <p>Emelindo Lungaro</p> <p>Valeria Vergine</p>



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Modalità di erogazione e durata

Il percorso si compone di sessioni formative e attività laboratoriali.

- La formazione sarà erogata in modalità *online*, attraverso due webinar, dalla durata di due ore ciascuno.
- L'attività laboratoriale sarà erogata in una giornata di otto ore. È quindi possibile partecipare solo ad una delle date sopra citate. Il laboratorio sarà svolto in presenza, presso la sede di ANCI Lombardia Via Rovello, 2 - 20121 Milano, MI.

Informazioni e iscrizioni.

L'evento si terrà in modalità online, è possibile iscriversi tramite il seguente [LINK](#)

Si ricorda che il link di accesso all'evento online sarà inviato a completamento della fase di iscrizione.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN
Strengthening Actions against Fraud:
Empowering whistleblowing directive compliance

Training and Workshop Path
**“The new legislation on whistleblowing in
public control companies and entities”**



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Objectives

The path aims to develop knowledge, intervention models, and best practices for the application of the Italian legislation on whistleblowing (Legislative Decree no. 24/2023) to promote integrity in process management and ensure effective levels of protection for whistleblowers within their organization.

Target Audience

The path is intended for **personnel of public control companies and entities**, particularly key personnel and managers of internal reporting channels, with the possibility of involving other figures, such as HR managers, heads of areas at risk under Legislative Decree 231/01 corruption, and/or other individuals managing internal controls within the organization (e.g., Internal Audit, Compliance & Risk Management).

Structure and Schedule

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

- Webinar 1. Generating value for businesses through whistleblowing systems: ethical and governance benefits

Monday, June 17, 2:00 PM – 4:00 PM

- Webinar 2. Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive

Friday, June 28, 2:30 PM – 4:30 PM

In-person Workshop: "We can do it! How to manage a report"

- **Thursday, September 19, 9:00 AM – 6:00 PM**

or

- **Wednesday, October 2, 9:00 AM – 6:00 PM**

Participation is only possible on one of the workshop dates. The maximum number of participants for each workshop date is 25 people.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of this report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Program

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

Session	Contents	Speakers
Webinar 1 - <i>Generating value for businesses through whistleblowing systems: ethical and governance benefits</i>	<ul style="list-style-type: none"> - Whistleblowing: legal institution or individual experience? - Whistleblowing and Organizational Ethos: a difficult relationship - Revising ethical codes - Whistleblowing and its added value for compliance - Whistleblowing and its coordination with the internal control system 	Giorgio Fraschini, Alessia Rizzo, Andrea Ferrarini, Ermelindo Lungaro
Webinar 2 - <i>Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive</i>	<p>Legislative Decree 24/23 and regulatory/organizational impacts for the private sector:</p> <ul style="list-style-type: none"> - The subjects protected by the legislation and related protection measures - The content of the reports - The three reporting channels, their management methods, and the role of ANAC - Internal reporting channels: investing in "technology" or focusing on "trust"? - The manager of the internal reporting channel: responsibilities, skills, and activities - The process of managing internal reports and its impacts on PTPCT and/or Models 231 - The evolution of the legal institution of whistleblowing over time and best practices 	Valeria Vergine, Ermelindo Lungaro, Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo

In-person Workshop: "We can do it! How to manage a report."

activities	Contents	Speakers
simulated management of an internal report concerning a hypothetical violation that could occur in a small/medium enterprise	The groups will independently decide how to manage the report. The analysis of the outcomes of the workshop activity will then be discussed with the instructors to identify critical moments and best practices for managing the reported violation and the risks of retaliation against the whistleblower or related subjects	Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo, Ermelindo Lungaro, Valeria Vergine



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Delivery Mode and Duration

The path consists of training sessions and workshop activities.

- The training will be delivered *online* through two webinars, each lasting two hours.
- The workshop activity will be delivered in an eight-hour day. Participation is possible only on one of the above-mentioned dates. The workshop will be held in person at ANCI Lombardia, Via Rovello, 2 - 20121 Milano, MI.

Information and Registration

The event will be held online, and registration can be done through the following [LINK](#). The access link to the online event will be sent upon completion of the registration phase.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN
Strengthening Actions against Fraud:
Empowering whistleblowing directive compliance

Percorso formativo e laboratoriale

“La nuova normativa sul whistleblowing nelle piccole e medie imprese”



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Obiettivi

Il percorso intende sviluppare conoscenze, modelli di intervento e buone pratiche per l'applicazione della normativa italiana sul whistleblowing (d.lgs. n.24/2023) al fine di promuovere l'integrità nella gestione dei processi e garantire effettivi livelli di protezione ai segnalanti all'interno della propria organizzazione.

Destinatari

Il percorso si rivolge **al personale delle piccole e medie imprese** con particolare riferimento ai soggetti apicali e ai gestori dei canali interni di segnalazione, con la possibilità di coinvolgere anche altre figure: come ad esempio: responsabili della gestione delle risorse umane, dirigenti delle aree a rischio 231 e/o altri soggetti che gestiscono i controlli interni all'organizzazione (es. Internal Audit, Compliance & Risk Management).

Struttura e calendario

Formazione online: “La gestione del whistleblowing. Profili normativi, etici e organizzativi”

- Webinar 1. La generazione di valore per le imprese mediante i sistemi di whistleblowing: benefici etici e di governance
Giovedì 20 giugno ore 10,30 – 12,30
- Webinar 2. Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing
Martedì 9 luglio ore 10,30 – 12,30

Laboratorio in presenza: “We can do it! Come gestire una segnalazione”

- **mercoledì 25 settembre ore 9,00 – 18,00**

oppure

- **giovedì 3 ottobre ore 9,00 – 18,00**

È possibile partecipare solo ad una delle date del laboratorio. Il numero massimo di partecipanti al laboratorio per ogni singola data sopra indicata è di 25 persone.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Programma

Formazione online: “La gestione del whistleblowing. Profili normativi, etici e organizzativi”

Incontri	Contenuti	Docenti
Webinar 1 - <i>La generazione di valore per le imprese mediante i sistemi di whistleblowing: benefici etici e di governance.</i>	<ul style="list-style-type: none"> - Il Whistleblowing: istituto giuridico o esperienza individuale? - Whistleblowing ed Ethos Organizzativo: un rapporto difficile - La revisione dei codici etici - Whistleblowing e il suo valore aggiunto per la compliance - Whistleblowing e il suo coordinamento con il sistema dei controlli interni. 	<p>Giorgio Frascini/ Alessia Rizzo</p> <p>Andrea Ferrarini Ermelindo Lungaro</p>
Webinar 2 - <i>Quadro giuridico, best practices e aspetti organizzativi dell'attuazione della Direttiva europea sul Whistleblowing.</i>	<p>Il D.lgs. 24/23 e gli impatti normativi/organizzativi per il settore privato:</p> <ul style="list-style-type: none"> - I soggetti tutelati dalla normativa e le relative misure di protezione - Il contenuto delle segnalazioni - I tre canali di segnalazione, le relative modalità di gestione ed il ruolo di ANAC - I canali interni di segnalazione: investire in “tecnologia” o puntare sulla “fiducia”? - Il gestore del canale interno delle segnalazioni: responsabilità, competenze ed attività - Il processo di gestione delle segnalazioni interne e i suoi impatti nei Modelli 231. <p>L'evoluzione dell'istituto giuridico del whistleblowing nel tempo e le migliori pratiche diffuse</p>	<p>Valeria Vergine Ermelindo Lungaro</p> <p>Andrea Ferrarini Giorgio Frascini/ Alessia Rizzo</p>

Laboratorio in presenza: “We can do it! Come gestire una segnalazione.

Attività	Contenuti	Docenti
Lavori di gruppo: gestione simulata di una segnalazione interna, avente ad oggetto un'ipotetica violazione che potrebbe avere luogo in una piccola/media impresa.	I gruppi dovranno decidere in autonomia come gestire la segnalazione. L'analisi degli esiti dell'attività laboratoriale sarà poi discussa con i docenti, al fine di identificare momenti critici e buone pratiche di gestione della violazione segnalata e dei rischi di ritorsioni ai danni del segnalante o di soggetti a lui collegati.	<p>Andrea Ferrarini Giorgio Frascini/ Alessia Rizzo</p> <p>Ermelindo Lungaro Valeria Vergine</p>



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Modalità di erogazione e durata

Il percorso si compone di sessioni formative e attività laboratoriale.

- La formazione sarà erogata in modalità *online*, attraverso due webinar, dalla durata di due ore ciascuno.
- L'attività laboratoriale sarà erogata in una giornata di otto ore. È quindi possibile partecipare solo ad una delle date sopra citate. Il laboratorio sarà svolto in presenza, presso la sede di ANCI Lombardia Via Rovello, 2 - 20121 Milano, MI.

Informazioni e iscrizioni.

L'evento si terrà in modalità online, è possibile iscriversi tramite il seguente [LINK](#)

Si ricorda che il link di accesso all'evento online sarà inviato a completamento della fase di iscrizione.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of the report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

SAFE—IN
Strengthening Actions against Fraud:
Empowering whistleblowing directive compliance

Training and Workshop Path
**“The new legislation on whistleblowing in
small and medium enterprises”**



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commision is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Objectives

The path aims to develop knowledge, intervention models, and best practices for the application of the Italian legislation on whistleblowing (Legislative Decree no. 24/2023) to promote integrity in process management and ensure effective levels of protection for whistleblowers within their organization.

Target Audience

The path is intended for **personnel of small and medium enterprises**, particularly key personnel and managers of internal reporting channels, with the possibility of involving other figures, such as HR managers, heads of areas at risk under Legislative Decree 231, and/or other individuals managing internal controls within the organization (e.g., Internal Audit, Compliance & Risk Management).

Structure and Schedule

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

- Webinar 1. Generating value for businesses through whistleblowing systems: ethical and governance benefits

Thursday, June 20, 10:30 AM – 12:30 PM

- Webinar 2. Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive

Tuesday, July 9, 10:30 AM – 12:30 PM

In-person Workshop: "We can do it! How to manage a report"

- **Wednesday, September 25, 9:00 AM – 6:00 PM**

or

- **Thursday, October 3, 9:00 AM – 6:00 PM**

Participation is only possible on one of the workshop dates. The maximum number of participants for each workshop date is 25 people.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of this report reflects only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Program

Online Training: "Managing whistleblowing. Regulatory, ethical, and organizational profiles"

Session	Contents	Speakers
Webinar 1 - <i>Generating value for businesses through whistleblowing systems: ethical and governance benefits</i>	<ul style="list-style-type: none"> - Whistleblowing: legal institution or individual experience? - Whistleblowing and Organizational Ethos: a difficult relationship - Revising ethical codes - Whistleblowing and its added value for compliance - Whistleblowing and its coordination with the internal control system 	Giorgio Fraschini, Alessia Rizzo, Andrea Ferrarini, Ermelindo Lungaro
Webinar 2 - <i>Legal framework, best practices, and organizational aspects of implementing the European Whistleblowing Directive</i>	<p>Legislative Decree 24/23 and regulatory/organizational impacts for the private sector:</p> <ul style="list-style-type: none"> - The subjects protected by the legislation and related protection measures - The content of the reports - The three reporting channels, their management methods, and the role of ANAC - Internal reporting channels: investing in "technology" or focusing on "trust"? - The manager of the internal reporting channel: responsibilities, skills, and activities - The process of managing internal reports and its impacts on 231 Models 	Valeria Vergine, Ermelindo Lungaro, Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo

In-person Workshop: "We can do it! How to manage a report."

activities	Contents	Speakers
simulated management of an internal report concerning a hypothetical violation that could occur in a small/medium enterprise	The groups will independently decide how to manage the report. The analysis of the outcomes of the workshop activity will then be discussed with the instructors to identify critical moments and best practices for managing the reported violation and the risks of retaliation against the whistleblower or related subjects	Andrea Ferrarini, Giorgio Fraschini, Alessia Rizzo, Ermelindo Lungaro, Valeria Vergine



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.



Co-funded by
the European Union

SAFE—IN

Strengthening Actions against Fraud:

Empowering whistleblowing directive compliance

IT91S0623001600000057340242

CUP B83C24000350005

Delivery Mode and Duration

The path consists of training sessions and workshop activities.

- The training will be delivered *online* through two webinars, each lasting two hours.
- The workshop activity will be delivered in an eight-hour day. Participation is possible only on one of the above-mentioned dates. The workshop will be held in person at ANCI Lombardia, Via Rovello, 2 - 20121 Milano, MI.

Information and Registration

The event will be held online, and registration can be done through the following [LINK](#)
The access link to the online event will be sent upon completion of the registration phase.



safein.anci.lombardia.it
europa@anci.lombardia.it

ANCI Lombardia
Via Rovello, 2 - 20121 Milano
Telefono +39 02 7262 9601



This project has received funding from European Union's Union Anti-Fraud Programme under grant agreement no Project 101140591 – SAFE-IN. The content of thi report reflect only the author's view. The European Commission is not responsible for any use that may be made of the information contained.