



The Importance of Psychological Support for Whistleblowers: Protecting the Truth Also Means Protecting Those Who Reveal It

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Reporting wrongdoing is not just an administrative or legal act. It is a deeply human act, marked by courage, vulnerability, and risk. Behind every report whether involving harassment, violence, corruption, discrimination, or institutional abuse there is a person facing emotional, social, and often professional pressure.

For this reason, discussing psychological support for whistleblowers is not secondary. It is a matter of ethics, justice, and institutional responsibility.

Society tends to value the act of reporting, but rarely understands the emotional impact it causes. Whistleblowers face challenges that fully justify the need for psychological support:

- Fear of retaliation (professional, physical, social, or legal)
- Constant anxiety about the outcome
- Guilt and shame, especially in cases of sexual or domestic violence
- Social pressure when colleagues, family, or supervisors do not support the report
- Isolation due to fear of speaking out
- Trauma symptoms such as insomnia, hypervigilance, flashbacks, or panic attacks

Reporting is often the beginning of an emotionally exhausting journey, not the end of suffering.

Why is psychological support indispensable?

Psychological support is not a luxury. It is a tool for protection and empowerment, acting in three essential dimensions:

a) Immediate emotional stabilization

A psychologist provides a safe space where the whistleblower can:

- Understand their emotions
- Validate their feelings
- Learn emotional regulation strategies
- Reduce the impact of acute stress

This early intervention prevents the development of more serious conditions such as depression or burnout.

b) Support throughout the reporting process

The legal or institutional process can be long and draining. Hearings, statements, and confrontations with the perpetrator or institution can reactivate trauma.

Psychological support helps the whistleblower to:

- prepare emotionally for each stage
- maintain clarity and coherence
- cope with external pressures
- develop resilience to continue

Many abandon the process not because the truth is lacking, but because emotional strength is.

c) Recovery and reconstruction after reporting

Psychological support strengthens not only the individual but the entire justice and integrity ecosystem.

Quick Response Code:



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Received: 28 April, 2026

Published: 06 May, 2026

Citation: Jorge A. The Importance of Psychological Support for Whistleblowers: Protecting the Truth Also Means Protecting Those Who Reveal It: Opinion. *J Psych Sci Res.* 2026;6(1):1-2.

DOI: [10.53902/JPSSR.2026.06.000586](https://doi.org/10.53902/JPSSR.2026.06.000586)

It helps to:

- Increase trust in institutions
- Reduce withdrawals and retractions
- Improve the quality of investigations
- Promote a culture of transparency

Institutions that care for whistleblowers send a clear message: the truth is valued and protected.

The role of organizations and the state

For psychological support to be effective, it must be accessible, confidential, continuous, and integrated into reporting protocols.

Companies, public entities, law enforcement agencies, and social organizations must include psychological support as a mandatory part of whistleblower protection mechanisms.

It is not enough to create reporting channels. **We must create networks of care.**

Whistleblowers are often the only voice breaking the silence. They expose personal vulnerabilities to protect others, correct injustices, or prevent greater harm.

If we want a fairer, more ethical, and safer society, we must ensure that those who report wrongdoing are not revictimized, silenced, or abandoned.

Protecting the whistleblower is protecting the truth. And protecting the truth is protecting society

Acknowledgements

None.

Funding

This Opinion received no external funding.

Conflicts of Interest

Regarding the publication of this article, the author declares that he has no conflicts of interest.