

Whistleblowing is the act of an internal company employee or outside source exposing evidence proving illicit activity within an organization or government entity. While risky and punishable by law, it brings neglect, corruption, or immoral events to the public's attention so that discussion and significant change can be made. An extreme example that occurred in 2007 had military dispatch Apache helicopters to a suburban area in Baghdad due to small arms fire. Civilians on the ground were not identified, personnel labeled cameras as rifles, and quickly engaged in fire on the group as the rules of engagement were based on whether soldiers felt somewhat threatened. Chelsea Manning and WikiLeaks, a former soldier and whistleblowing platform, published parts of the footage, naming it "Collateral Murder" as the language and disregard for human lives were evident. The platform was established out of a moral obligation to protect the welfare of others and seek justice for the unethical misuse of power. Manning was cooperative with the consequences brought on her by the United States. In this Case Analysis, I will argue that Ruism shows us that Manning acted out of loyalty to the United States and that her actions were a case of moral whistleblowing.

In Vandekerckhove and Commer's "Whistleblowing and Rational Loyalty," ethical considerations of whistleblowing within organizations are made, redefining concepts of the standard of loyalty an employee should have alongside moral obligations in bringing company misconduct to light. Practicing "rational loyalty" refers to making decisions logically and ethically and not because of an unwavering loyalty due to comfort, salary, or a debt that needs to be repaid to the company as a "thank you". Committing to whistleblowing is a big decision that requires careful consideration as it is not to be taken lightly due to unavoidable ramifications for the individual, company, stakeholders, government, and society. Proper conditions must be met to adequately whistleblow. If a company is unwilling to address the issue with intense urgency from an individual or multiple employees, what other way is there to enact change? Loyalty in this context is not strictly adhering to one entity, as the center of Vandekerckhove's argument revolves around justice and calling out misconduct that negatively affects a group of people or normalizes harmful ideologies. This sacrifice is for the betterment of an organization and an ethical obligation to strengthen rights.

Vandekerckhove and Commer referenced controversial cases of whistleblowing; Edward Snowden leaked documents that proved the government was performing mass surveillance on its citizens without probable cause, along with Jeffery Wigand, who exposed the unethical practices of the tobacco industry, increasing addictive additives in their products to increase profitability via addiction. It is assumed that employees are obligated to look out for and protect their employers, that there is an unspoken contract that is necessary for a healthy society and economy. Subscribing to that ideology not only hurts companies, but it also damages morality and allows malpractice to thrive due

to the silence. Their argument showcases that while complicated, whistleblowing is vital for integrity and that profitability or image are not the most important factors within a business. Reevaluating the definition of loyalty is necessary when viewing whistleblowers, as it is human nature to form a bond or loyalty to someone or something that allows one to survive and be financially independent. Exposing a company is not a decision most people make due to these reasons, displaying a different kind of loyalty to not the company but to the individual and their family as it will jeopardize their livelihoods.

Connecting the paper to Ruism requires a look into moral principles and allegiance to organizations. The concept urges integrity and loyalty to do what is ethical, using an individual's role in a company to enact positive change for themselves and the entirety of the team. The internal conflict a whistleblower undergoes is the choice between continuing with the knowledge of wrongdoing and living a comfortable life or sacrificing their life along with their family's image, and legal punishment is incredibly difficult. Is it worth it in the eyes of Ruism? The Confucianism ideology within Ruism directly conflicts with whistleblowing as it places great importance on interpersonal relationships. Individuals who choose to blow the whistle do not betray Ruism if approached correctly; balancing protecting their family alongside the public's right to know of malpractice is the best possible outcome.

The chapter from Oxley and Wittkower's "Care and Loyalty in the Workplace" from the book "Applying Care Ethics to Business" focuses on the significance of prioritizing relationships between employee and employer, mutual respect, empathy, and accountability. They define loyalty as care for both the company and the people within it, and there is a moral obligation one must have to look out for one's well-being via emotional or non-emotional actions via work events or friendships. It is stated that there is inherent favoritism, unlike with agents of clients in which individuals employed by clients do not have any responsibility to give advice or help. Care comes from relationships. Whistleblowing can be seen as an instance of care out of concern for future harm to the lives of others. A balance between protecting the well-being of coworkers, the company, and the public must be upheld to practice care ethics. Blowing the whistle on this ideology causes moral dilemmas that will leave the individual feeling torn and with a sense of guilt, even if the result is positive for one or more parties.

Oxley and Wittkower's emphasis on care ethics highlights a responsibility to any person with whom an individual shares an acquaintanceship or close relationship. Examples used by the authors involve the healthcare industry and the justice system; attorneys are not obligated to give advice to their clients and only perform their job to get a lessened sentence or none at all, while doctors and nurses take a Hippocratic oath to

have a moral obligation to take care of their patients. Additionally, when an event occurs in the patient's life and they become a danger to themselves or others, it is up to the caregiver to report them, essentially an act of betrayal to the patient as there was a level of trust. Logically, this is the correct path for the practitioner to take as it is legally required; however, is it still care? Is the physician's care for the patient enough to maintain trust, or is it morally acceptable to report it so that they are taken care of, despite wishes to keep aspects of their life secret? Does this count as disloyalty to the patient, and is it worth the fallout?

Connecting this chapter to Ruism requires reconsidering the level at which relationships are prioritized when making difficult ethical decisions. The ideology supports responsibility in maintaining social harmony while emphasizing the importance of the community's betterment. Oxley and Wittkower's beliefs align with Ruism as it is the employee's moral duty to report wrongdoing for the improvement of the individual, company, and entirety of the public despite a temporary disruption in social harmony. A whistleblower views the break of trust in a relationship as a sacrifice that must be made for the enhancement of practices and methodologies within and outside of the organization. Care ethics have strong roots in Ruism by the philosophies of seeking a balance between going against misconduct, caring for relationships, and seeking an environment in which accountability and transparency are promoted.

In reviewing the passages from Vandekerckhove and Oxley, the actions performed by Chelsea Manning were rooted in loyalty and care for the United States so that their rules of engagement could become stricter and improve how soldiers act in war. The role she played with WikiLeaks was an essential part in notifying the public of the misconduct played by the military in Iraq, disrupting the harmony of military operations and the public. Her livelihood and relationships with those closest to her were temporarily sacrificed, and she consequently faced legal repercussions while striving for meaningful and positive change.

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