

In March 2019, I Fidelia Onoghaife a Senior Policy Advisor at The Netherlands Embassy, Abuja Nigeria was dismissed. I worked for the embassy for almost 7 years with a clean work record.

I was dismissed because I did what my employer (MinBuza) asked of me, to report several integrity breaches of my boss, the ambassador. The Integrity department promised me that I would be protected against victimization and my job would not be at risk, but I was sacked, without knowing the reason and I told that could not appeal my dismissal.

My former employer, MinBuza then turned the tables against me and I became the wrong-doer, the guilty one the treacherous one. My former boss, which breached integrity rules was now protected by the organization and has kept his job and pension. It took me 18 months, 26,000 euros, a lawyer and union officials to help me get justice and clear my name.

During those 18 months before I my court date at the employment tribunal my name and character was dragged through the mud, I was harassed, bullied, intimidated and threatened told that the Nigerian police will be sent to my home. All this by my former employers because I refused to take their settlement and accept my fate as the guilty one and go away.

This was a David and Goliath battle against an organization (MinBuza) and The Netherlands, a country that markets itself on good governance, a defender of human rights and justice for all. Where its capital The Hague takes international pride as being known as the international city of peace and justice. But yet, MinBuza job is to promote this "ideology" globally and whose headquarters are based in The Hague, fought so hard to deny me of my fundamental human rights to peace, security and justice.

Talking Points.

1. reversal of burden of proof for the whistleblower
2. legal assistance for whistle blowers and pay or re-imburse full legal fees. Including Whistleblowers based outside of The NL.
3. Protection should mean protection - job security, no penalisation or victimization of whistleblower.
4. I was forced to pay for an expensive lawyer.
5. How poorly I was treated internally.
6. How difficult it is for an outsider to find justice.
7. How in-transparent and lack of credibility of MinBuza internal procedure.
8. I was punished instead of the ambassador. He still has his job and pension.
9. I needed help from a specialist whistleblowing organization in the NL but none could be found.