

<b>EU AI Code of Practice Safety and Security</b>	<b>Measure 8.3</b> Examples of a healthy risk culture include annually informing workers of the Signatory’s whistleblower protection policy and making such policy readily available to workers such as by publishing it on their website.
<b>Anthropic</b>	<p>Summer 2025 Index highlighted Anthropic’s public renouncement of the use of non-disparagement clauses in severance agreements (July 2024)</p> <p>Since the Summer 2025 iteration, there has been no known whistleblower or retaliation incidents publicly reported. In September 2025, the company publicly endorsed California’s SB 53, which explicitly includes requirements for whistleblower protections to reports of violations of the bill’s requirements as well as disclosures of specific, substantial dangers to public health or safety.</p>
<b>OpenAI</b>	<p>Summer 2025 Index highlighted that OpenAI’s internal culture has been marked by safety-driven resignations and public disputes over non-disparagement and equity-clawback clauses, culminating in a June 2024 “Right-to-Warn” movement calling for stronger whistleblower rights.</p> <p>Since the Summer 2025 iteration, there has been no known whistleblower or retaliation incidents publicly reported.</p>
<b>Google DeepMind</b>	<p>Summer 2025 Index highlighted Google’s record of repeated conflicts between management and employees raising ethical or scientific objections, with several high-profile dismissals often framed by the company as security or academic disputes.</p> <p>Since the Summer 2025 iteration, there has been a new whistleblower case:</p> <p><b>William Huesman (November, 2025):</b> The former Google Cloud director said he resigned from his position in February 2024 after his supervisor “undermined, marginalized and ultimately blacklisted” him, according to his complaint filed in November 2025 in the US District Court for the Middle District of Florida. He claimed that the retaliation came as a result after he reported the repeated misconduct—including frequent intoxication at work and over 20 HR complaints of his supervisor, Snehanshu Shah, a Managing Director at Google. Google hasn’t responded to a request for comment. [<a href="#">Bloomberg Law</a>, 2025] [<a href="#">Human Resources Director</a>, 2025]</p>
<b>Meta</b>	<p>Summer 2025 Index highlighted that Meta has faced multiple legal and reputational challenges for suppressing internal dissent through overbroad non-disparagement and confidentiality clauses later ruled illegal by the NLRB.</p> <p>Since the Summer 2025 iteration, there has been updates on <b>Sarah Wynn-Williams’</b> case (former director of global public policy at Meta’s precursor, Facebook) Louise Haigh, a UK Member of Parliament, publicly accused Meta of trying to “silence and punish” Wynn-Williams, and said that Wynn-Williams was “facing a fine of \$50,000 every time she breached an order secured by Meta preventing her from talking disparagingly about the company.” Meta defends that, since she voluntarily signed the non-disparagement agreement, so she must abide by it [<a href="#">Guardian</a>, 2025]</p>
<b>xAI</b>	<b>Project Skippy leak:</b> In July 2025, Internal documents and Slack messages from xAI leaked to Business Insider revealing an internal project called “Project Skippy,” which asked more than 200 employees to record videos of their own faces and conversations to train Grok to recognize human emotions and expressions. The disclosure, made by anonymous insiders concerned about potential misuse of their likenesses and consent forms granting xAI “perpetual” rights to their biometric data, functioned as a semi-whistleblower leak highlighting employee unease over privacy and data ethics. As of late 2025, neither Elon Musk nor xAI has issued any public response or clarification regarding the project or the concerns raised. [ <a href="#">Business Insider</a> , 2025]
<b>DeepSeek</b>	No public or media record of reported whistleblower or retaliation incidents, NDA disputes or changes, leaks of internal information.
<b>Z.ai</b>	No public or media record of reported whistleblower or retaliation incidents, NDA disputes or changes, leaks of internal information.
<b>Alibaba Cloud</b>	<p><b>Sexual Assault Whistleblower (Ms.Zhou):</b> In August 2021, an Alibaba employee publicly accused her manager and a client of sexual assault after internal complaints were ignored. Her post went viral on Alibaba’s intranet and Chinese social media, forcing the company to act. Alibaba fired the accused manager but later terminated the whistleblower herself in November 2021, citing “spreading false information” and “damaging the company’s reputation,” as well as dismissing 10 other employees that publicized the event internally. Daniel Zhang, who is the CEO at the time, condemned the incident as “shameful” and promised zero tolerance for harassment, but did not respond to the retaliation of the whistleblower herself.</p> <p>In December 2021, Alibaba executive Li Yonghe — a vice president who resigned over the scandal — filed a defamation lawsuit against the employee, alleging that her public accusations had damaged his reputation, and claiming that he had not ignored Zhou’s complaint.</p> <p>[<a href="#">Guardian</a>, 2021; <a href="#">DW</a>, 2021]</p>