

The Silence of Organizations

How Organizations Cover up Wrongdoings

Venue: Akademie der Wissenschaften
Karlstraße 4
69117 Heidelberg

Date: 9 – 10 October 2019

Beginning: 9 October 2019, 09:45

Despite increasing legal regulation of organizations in almost all areas of society, the scandals are not abating. Whether it is child abuse in the Catholic Church, the diesel scandal, sexualized violence in sport, manipulations of transplant lists or patient killings – the responsible organizations are silent, look away, cover up.

In all cases, it concerns acts with enormous moral scope, but only few tried to prevent them actively. Instead, the accusations were swept under the „organizational carpet“. Deviant behavior could thus persist and become the norm. Only in the face of overwhelming evidence and public scandals the Catholic Church, sports organizations, car manufacturers and hospitals hesitantly began to confront the corrupt behavior. Apart from the immense damage to the victims, organizations often also harm themselves with this behavior. The consequences range from the extensive loss of social trust to legal sanctions which can threaten the very existence of the respective organization.

In this context, the internationally oriented Academy-Conference aims to identify how such forms of organizational self-regulation emerge and which consequences are connected with them.

HEIDELBERGER AKADEMIE DER WISSENSCHAFTEN

Karlstraße 4
69117 Heidelberg
Telefon +49 62 21 | 54 32 65
Telefax +49 62 21 | 54 33 55
hadw@hadw-bw.de
www.hadw-bw.de

CONTACT & ORGANIZATION

Dr. Sebastian Starystach
Heidelberg University
Max Weber Institute of Sociology
Bergheimer Straße 58, 69115 Heidelberg, Germany
Tel. +49-6221-54 2991, Fax +49-6221-54 2996
Email: sebastian.starystach@soziologie.uni-heidelberg.de

Dr. Kristina Höly
Heidelberg University
Max Weber Institute of Sociology
Bergheimer Straße 58, 69115 Heidelberg, Germany
Tel. +49-6221-54 2549, Fax +49-6221-54 2996
Email: kristina.hoely@mwi.uni-heidelberg.de

REGISTRATION
os-conference@hadw-bw.de

In cooperation:

MAX-WEBER-INSTITUT
FÜR SOZIOLOGIE



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

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HEIDELBERGER AKADEMIE
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Akademie der Wissenschaften
des Landes Baden-Württemberg

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ORGANIZATION

Dr. Sebastian Starystach
Dr. Kristina Höly

CONFERENCE PROGRAM

WEDNESDAY, 9 OCTOBER 2019

- 09:45 **CONFERENCE OPENING AND WELCOME ADDRESS**
Dr. Kristina Höly & Dr. Sebastian Starystach
Max Weber Institute of Sociology, Heidelberg University
- SESSION I – THEORY – WHY DO ORGANIZATIONS COVER UP WRONGDOINGS?**
- 10:00 **SILENCE IN ORGANIZATIONS – WHAT WE KNOW, WHAT WE DON'T KNOW, WHAT WE NEED TO KNOW**
Dr. Michael Knoll
Institute of Psychology, Chemnitz University of Technology
- 10:45 COFFEE BREAK
- 11:15 **ORGANIZATIONAL SILENCE AND ORGANIZATIONAL SELF-REGULATION**
Dr. Kristina Höly & Dr. Sebastian Starystach
Max Weber Institute of Sociology, Heidelberg University
- 12:00 LUNCH
- SESSION II – CASE STUDIES**
- 13:00 **PARTY AND ELECTION CAMPAIGN FINANCING IN INDIA: A QUEST FOR LEGAL LIMITS AMID ILLEGAL REACH**
Prof. Ajay Mehra Atal Bihari Vajpayee
Senior Fellow Nehru Memorial Museum and Library, India
- 13:45 **THE NORMALIZATION OF ORGANIZATIONAL CRIME: THE ORGANIZATIONAL FAILURE TO DETECT AND TO UNVEIL CORPORATE WRONGDOINGS**
Prof. Markus Pohlmann
Max Weber Institute of Sociology, Heidelberg University

WEDNESDAY, 9 OCTOBER 2019

- 14:30 COFFEE BREAK
- 15:00 **THE BLUE WALL OF SILENCE: POLICE INTEGRITY AND CORRUPTION**
Prof. Louise Westmarland
Faculty of Arts & Social Sciences, The Open University UK
- 18:00 **PUBLIC EVENING LECTURE AT THE ACADEMY SEXUELLER MISSBRAUCH VON MINDERJÄHRIGEN IN DER DEUTSCHEN KATHOLISCHEN KIRCHE (SEXUAL ABUSE OF MINORS WITHIN THE GERMAN CATHOLIC CHURCH)**
Prof. Dieter Dölling
Institute of Criminology, Heidelberg University
- FOLLOWED BY A RECEPTION AT THE ACADEMY**

THURSDAY, 10 OCTOBER 2019

- 09:00 **COVERING UP MALFEASANCE IN OFFICE IN GOVERNMENT ADMINISTRATION. CAUSES AND CONSEQUENCES**
Prof. Kaja Gadowska
Institute of Sociology, Jagiellonian University Krakow
- 09:45 **SEXUALIZED VIOLENCE IN SPORT ORGANIZATIONS**
Prof. Ilse Hartmann-Tews
Institute of Sociology and Gender Studies,
German Sport University Cologne
- 10:30 COFFEE BREAK
- 11:00 **HOW HOSPITALS FAVOR MALTREATMENT AND MURDER OF PATIENTS (IN GERMAN LANGUAGE)**
Prof. Karl H. Beine
Professor for Psychiatry & Psychotherapy,
University of Witten/Herdecke

THURSDAY, 10 OCTOBER 2019

- SESSION III – IMPLICATIONS FOR PRACTICE – COMPLIANCE, PROSECUTION, AND LAW ENFORCEMENT**
- 11:45 **DO I HEAR A WHISTLE? – CHALLENGES FOR COMPLIANCE**
Markus Jüttner
Vice President Compliance, E.ON SE
- 12:30 LUNCH
- 13:30 **A CLOSER INSIGHT INTO THE TRANSPLANTATION-SCANDAL FROM 2012 – THE VIOLATION OF THE LIVER TRANSPLANT ALLOCATION POLICY**
Prof. Martin Zeier
Medical Director of the Kidney Center,
Heidelberg University Hospital
- 14:15 **SILENCE AND VOICE IN HEALTH CARE ORGANIZATIONS: THEORY AND EVIDENCE**
Prof. Russell Mannion
Health Services Management Centre,
University of Birmingham
- 15:00 **CLOSING REMARKS AND DISCUSSION**
Moderation:
Dr. Kristina Höly & Dr. Sebastian Starystach
Max Weber Institute of Sociology, Heidelberg University
- 15:45 **DEPARTURE**