

Notice to Employees

FEDERAL PROTECTION

Federal law¹ provides whistleblower rights and protection for civilian employees working on a Federal Government contract, subcontract, or grant. Specifically, contractors and subcontractors are prohibited from a) discharging, b) demoting, or c) discriminating against employees who report what they reasonably believe is evidence of gross mismanagement of a Federal contract or grant. Disclosure could involve, but not be limited to, any of the following:

- gross mismanagement of a Federal contract or grant,
- a gross waste of Federal funds,
- an abuse of authority relating to a Federal contract or grant,
- a substantial and specific danger to public health or safety, or
- a violation of law, rule, or regulation related to a Federal contract or grant (*including the competition for or negotiation of a contract or grant*).

In particular, the prohibition against retaliation applies when suspected mismanagement is disclosed to the following persons and/or entities:

- A. A Member of Congress or a representative of a committee of Congress.
- B. An Inspector General.
- C. The Government Accountability Office.
- D. A Federal employee responsible for contract or grant oversight or management at the relevant agency.
- E. An authorized official of the Department of Justice or other law enforcement agency.
- F. A court or grand jury.
- G. A management official or other employee of the contractor, subcontractor, or grantee who has the responsibility to investigate, discover, or address misconduct.

Additionally, this Federal law establishes a new process for review of whistleblower reprisal complaints alleged by employees of contractors, subcontractors, and grantees when that employee believes he/she has been subjected to a reprisal prohibited by this law. Complaints may be submitted to the Inspector General of the executive agency involved, which are generally accessible on agency Office of Inspector General (OIG) Hotline or Whistleblower Internet sites, such as these:

- [National Science Foundation \(NSF\)](#)
- [National Institutes of Health \(NIH\)](#)
- [National Aeronautics and Space Administration \(NASA\)](#)
- [Department of Commerce](#)

¹ [10 U.S.C. 2409](#); [41 U.S.C. 4712](#); and [Public Law 114-261](#)