



Laws & Executive Order

Whistleblower Protection Act of 1989

Provides Federal employees with specific rights and protections if they “blow the whistle” on fraud, waste, and abuse in the U.S. Government and personnel actions are taken against them for doing so.

Whistleblower Protection Enhancement Act of 2012

Strengthens Federal employee whistleblower protections, ensuring non-disclosure agreements, policies, or forms do not waive an employees' right to communicate with Congress or an Inspector General, and requires agency heads to advise employees on how to make lawful disclosures of classified information.

Intelligence Community Whistleblower Protection Act of 1998

Provides process for employees, including contractor employees within the Intelligence Community, to report matters of urgent concern to the Intelligence Committees of Congress.

Executive Order 12674

Discusses basic obligations of public service and principles of ethical conduct, including:

- ★ Place loyalty to the Constitution, the laws, and ethical principles above private gain.
- ★ Act impartially to all groups, persons, and organizations.
- ★ Protect and conserve Federal property.
- ★ Disclose waste, fraud, abuse, and corruption to appropriate authorities.

Additional Resources

DoD Hotline

The DoD Hotline provides a reliable way to report issues, anonymously, confidentially, or consenting to the release of your identity involving DoD personnel and operations, without fear of reprisal, including:

- Violations of law, rule, or regulation
- Fraud, waste, and abuse
- Mismanagement
- Trafficking in persons
- Serious security incidents
- Other criminal or administrative misconduct

Whistleblower Reprisal Investigations

The DoD OIG Whistleblower Reprisal Investigations (WRI) Directorate investigates allegations of reprisal against whistleblowers involving DoD employees, including:

- Members of the Armed Forces
- Appropriated Fund (Civilian) Employees
- DoD Intelligence Community members
- Employees of Contractors, Subcontractors, Grantees, Subgrantees or Personal Services Contractors
- Nonappropriated Fund Instrumentality (NAFI) employees

U.S. Office of Special Counsel

An independent Federal investigative and prosecutorial agency that protects Federal civilian employees and applicants from prohibited personnel practices, including reprisal for whistleblowing, and safeguards the process for promoting and hiring federal employees.

U.S. Merit Systems Protection Board

An independent agency in the Executive branch that serves as the guardian of Federal merit systems. Their mission is to protect the merit system principles and promote an effective federal workforce free of prohibited personnel practices.



For more info on your rights as a whistleblower, scan the QR code or email:

wpc@dodig.mil

INDEPENDENCE / INTEGRITY / EXCELLENCE / TRANSPARENCY

Department of Defense
OFFICE OF INSPECTOR GENERAL



Whistleblower Protection Coordinator

Educating you on *your right to report fraud, waste, and abuse anonymously, or confidentially, or consenting to the release of your identity*, on DoD Programs and Operations *without fear of reprisal*

www.dodig.mil

What is a Whistleblower?

A whistleblower is someone who makes a good faith report to an authorized recipient of information on:

- Violations of law, rule, or regulation
- Fraud, waste, and abuse
- Mismanagement
- Serious security incidents
- Other criminal or administrative misconduct.

Authorized recipients include:

- Inspector General
- A Member of Congress
- Supervisor in employees direct chain of command
- Court-martial proceeding
- Court or grand jury
- The Office of Special Counsel
- Any person or organization designated by law to receive such communications

For more info on your rights as a Whistleblower, visit [our website](#) or scan the QR code



HOTLINE
Department of Defense
www.dodig.mil/hotline

Whistleblower Protection Coordinator

The DoD OIG Whistleblower Protection Coordinator (WPC) is responsible for educating DoD and contractor employees on statutes related to whistleblower rights and protections, and prohibitions against retaliation for disclosing wrongdoing.

The WPC is responsible for educating personnel on...

- ★ ... how to report allegations of fraud, waste, and abuse within the DoD
- ★ ...how to report allegations of reprisal
- ★ ...the general timelines for reprisal cases and the availability of alternative resolution mechanisms

Whistleblower Protections*

Whistleblower Protection Laws promote Government efficiency, accountability, and integrity by providing DoD and contractor employees who are covered in the following statutes, the right to report concerns as outlined, without fear of reprisal.

10 U.S.C. 1034, Protections for Military Service Members

Prohibits reprisal against Service members for making or preparing to make a protected communication to an authorized recipient. Also prohibits restricting a Service member from communicating with a member of Congress or an Inspector General.

10 U.S.C. 1587, Nonappropriated Fund Instrumentalities (NAFI) Employees

Prohibits reprisal by any civilian employee or military Service member against a NAFI employee disclosing violations of law, rule, regulation or other wrongdoing to an authorized recipient.

10 U.S.C 4701, Contractor Employees

Prohibits the discharge, demotion, or other form of discrimination as a reprisal action against an employee of a contractor, subcontractor, grantee, subgrantee, or personal services contractor for a protected disclosure related to a DoD contract to an authorized recipient.

PPD 19, Intelligence Community, Access to Classified Information

Prohibits reprisal against Intelligence Community employees or those who are eligible for access to classified information for making a protected disclosure to an authorized recipient. Also grants them the right to request an external review by the Intelligence Community Inspector General.

5 U.S.C. 2302, Appropriated Fund Employees

Prohibits reprisal against Federal appropriated fund civilian employees and applicants for disclosing wrongdoing or participating in a protected activity.

10 U.S.C. 2890, Tenants of Privatized Military Housing

Prohibits reprisal against military members and dependents for reporting inadequate housing standards or deficits in habitability in privatized military housing.

**The statute titles are abbreviated due to a shortage of space.*