

# WHISTLEBLOWER PROTECTIONS

## 10 U.S.C. 1034, MILITARY PROTECTIONS

Applicable to all members of the Armed Forces. Prohibits restricting military personnel from communicating with Congress or an Inspector General. Also prohibits taking, threatening to take, or withholding a personnel action in reprisal against a member of the Armed Forces.

## 10 U.S.C. 1587, NONAPPROPRIATED FUND INSTRUMENTALITIES (NAFI)

Applicable to all employees paid from nonappropriated funds of the Army and Air Force Exchange Service, Navy Exchange Service Command, Marine Corps Exchanges, or any other instrumentality of the United States under Armed Forces jurisdiction conducted for the comfort, pleasure, and physical and mental improvement of members of the Armed Forces. Prohibits any civilian member or member of the Armed Forces from taking, threatening to take, or approving a personnel action against a NAFI employee who discloses violations of law or regulations or other wrongdoing to an authorized recipient.

## 10 U.S.C. 2409, CONTRACTOR EMPLOYEES

Applicable to employees of a contractor, subcontractor, grantee or subgrantee, or personal services contractor. An employee may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing, to an authorized recipient, information the employee reasonably believes evidences violations of law or regulation, gross mismanagement, a gross waste of funds, or other wrongdoing regarding a DoD contract or grant.

## 5 U.S.C. 2302, APPROPRIATED FUND EMPLOYEES

Applicable to members of the competitive service, career appointees in the Senior Executive Service, or certain positions in the excepted service. Prohibits anyone from taking or threatening to take a personnel action against an employee for disclosing information that evidences wrongdoing or for participating in a protected activity, such as an appeal or grievance.

## PPD-19, INTELLIGENCE COMMUNITY, ACCESS TO CLASSIFIED INFORMATION

Applicable to employees serving in the Intelligence Community or who are eligible for access to classified information. Prohibits retaliation against employees for reporting waste, fraud, and abuse. Provides employees the right to request an external review by a three-member panel chaired by Intel Community Inspector General.

# WHAT IS A WHISTLEBLOWER?

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

- violations of law, rule, or regulation;
- waste, fraud, and abuse;
- mismanagement;
- serious security incidents: or
- other criminal or administrative misconduct.

Authorized recipients include:

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



## HOTLINE

Department of Defense

[dodig.mil/hotline](https://dodig.mil/hotline) | 664.8799 (USN)

800.424.9099 (TOLL-FREE) | 703.604.8799 (COMMERCIAL)

For more info on your rights as a whistleblower,  
visit: <https://go.usa.gov/xdEqU>  
or email: [wpc@dodig.mil](mailto:wpc@dodig.mil)



DEPARTMENT OF DEFENSE  
OFFICE OF INSPECTOR GENERAL

# WHISTLEBLOWER PROTECTION COORDINATOR

*Educating you on your right to report waste, fraud, and abuse without fear of reprisal*

## LAWS AND EXECUTIVE ORDER

### **WHISTLEBLOWER PROTECTION ACT OF 1989**

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

### **WHISTLEBLOWER PROTECTION ENHANCEMENT ACT OF 2012**

Strengthens whistleblower protections for federal employees, with numerous provisions. Introduces specific terms regarding agency non-disclosure policies, forms, or agreements that do not waive an employee’s right to communicate with Congress or an Inspector General. Requires federal agency heads to advise employees on how to make a lawful disclosure of information that is required to be kept classified in the interest of national defense or the conduct of foreign affairs.

### **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:

- 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.

## **DEPARTMENT OF DEFENSE OFFICE OF INSPECTOR GENERAL WHISTLEBLOWER PROTECTION COORDINATOR**

The DoD Whistleblower Protection Coordinator (WPC) is responsible for educating DoD 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 waste, fraud, and abuse within the DoD
- **Educating** personnel on how to report allegations of reprisal
- **Educating** personnel on the general timelines for reprisal cases and the availability of alternative resolution mechanisms



## ADDITIONAL RESOURCES

### **DOD HOTLINE**

The mission of the DoD Hotline is to provide a confidential, reliable means to report violations of law, rule, or regulation; waste, fraud, and abuse; mismanagement; trafficking in persons; serious security incidents; or other criminal or administrative misconduct that involve DoD personnel and operations, without fear of reprisal. <https://www.dodig.mil/Components/Administrative-Investigations/DoD-Hotline/>

### **WHISTLEBLOWER REPRISAL INVESTIGATIONS**

The DoD OIG Whistleblower Reprisal Investigations (WRI) Directorate investigates allegations of whistleblower reprisal made by members of the Armed Forces; appropriated fund (civilian) employees of the DoD, including members of the DoD Intelligence Community; employees of a DoD contractor, subcontractor, grantee or subgrantee or personal services contractor, and nonappropriated fund instrumentality employees.

### **U.S. OFFICE OF SPECIAL COUNSEL**

The U.S. Office of Special Counsel is an independent federal investigative and prosecutorial agency, whose primary mission is to safeguard the process of promoting and hiring federal employees based on their ability to perform a job, by protecting federal employees and applicants from prohibited personnel practices, especially reprisal for whistleblowing.

### **MERIT SYSTEMS PROTECTION BOARD**

The Merit Systems Protection Board (MSPB) is an independent agency in the Executive branch empowered to hear and decide on federal employee appeals for corrective or disciplinary action when a federal agency is alleged to have committed a prohibited personnel practice. Their mission is to protect the nine merit system principles established to promote an effective federal civil workforce.