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

For more info on your rights as a whistleblower, visit: https://go.usa.gov/xdEqU
or email: wpc@dodig.mil
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.

Laws and Executive Order

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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

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/](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.

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