

# POM EEO Newsletter

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## **POM EEO OFFICE**

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### BEFORE YOU GO TO EEO:

**Attempt to resolve wrongs, conflicts, and violations of laws, regulations, or policies at lowest level before you contact the EEO Office.**

1. **Have a dialogue with the offending party**
2. **Discuss with your Supervisor**
3. **Use your Chain of Command**

### **Fraud, Waste, and Abuse (FWA) Reporting**

Individuals should attempt to resolve FWA issues and personal complaints at the lowest possible level, using command channels before elevating them to the next higher level or the Office of the Inspector General. Further, complaints must be promptly filed within IG, command, or other grievance channels. IG's may dismiss a complaint if there is no FWA, recognizable wrong or violation of law, regulation, or policy. Also, complaints should be received in a timely manner.

Complaints may be filed with a supervisor or commander in your chain of command, an IG or other appropriate inspector, or within any established grievance channel. Fraud, Waste, and Abuse (FWA) complaints may be reported to the Army Audit Agency (AAA), Army Office of Special Investigations (AOSI), security police, or other proper authority. Promptly advise the AOSI of suspected criminal misconduct or fraud. It is the intent of the Inspector General System that IG closest to the complaint provides assistance or conduct inquiries into the matters submitted.

## **Avenues of Redress –Where Can You Go?**

**Part 3 of a 4 Part Series – Part 3: You can go to the OSC & IG**

### **Office of Special Counsel (OSC):** *PPPs & Whistleblower Protection*

OSC receives, investigates, and prosecutes allegations of Prohibited Personnel Practices (PPPs), with an emphasis on protecting federal government whistleblowers. OSC seeks corrective action remedies (such as back pay and reinstatement), by negotiation or from the Merit Systems Protection Board (MSPB), for injuries suffered by whistleblowers and other complainants. OSC is also authorized to file complaints at the MSPB to seek disciplinary action against individuals who commit PPPs.

OSC provides a secure channel through its Disclosure Unit for federal workers to disclose information about various workplace improprieties, including a violation of law, rule or regulation, gross mismanagement and waste of funds, abuse of authority, or a substantial danger to public health or safety.

OSC promotes compliance by government employees with legal restrictions on political activity by providing advisory opinions on, and enforcing, the Hatch Act. Every year, OSC's Hatch Act Unit provides over a thousand advisory opinions, enabling individuals to determine whether their contemplated political activities are permitted under the Act.

OSC protects the civilian employment and reemployment rights of military veterans and members of the Guard and Reserve by enforcing the Uniformed Services Employment and Reemployment Rights Act (USERRA).

### **Inspector General (IG):**

The Office of the Inspector General serves as an honest broker, impartial fact finder and problem solver. The primary goal of the IG is to promote well-being, good order and discipline by identifying and recommending solutions to systemic problems and by resolving issues and concerns relating to the U.S. Army for all individuals. The IG provides assistance to all service members, family members, civilians and retirees to assist in resolving their issues or concerns.

All civilian employees have the right to request assistance from the IG. Before visiting the IG, civilian employees should consider whether their immediate supervisor could address their concerns in a more prompt manner. Civilian personnel laws and regulations prescribe procedures for civilian employees to use in submitting concerns related to employment. If your concern is not appropriate for the IG to handle, the IG office will direct you to the proper avenue of redress for your concern.