

What is the Whistleblower Protection Law?

- 5 U.S.C. §2302(b)(8) prohibits retaliation against an employee or applicant for employment for making a protected disclosure.
- Employees may not disclose information if disclosure is specifically prohibited by law
- Employees may not disclose information if it is required under Executive Order to be protected from disclosure in the interest of national security
- Management officials cannot retaliate against an employee or applicant for employment because the individual exercises his/her rights under the Whistleblower Protection Act

How do I file a complaint under the Whistleblower Protection Act?

- Contact Office of Special Counsel (OSC) at (202) 804-7000 or go online to www.osc.gov
- Request Form OSC-11 (Complaint of Possible Prohibited Personnel Practice or other Protected Activity)
- If dissatisfied with decision of OSC, an appeal may be filed with the Merit System Protection Board

For information on filing an EEO complaint, contact your local EEO Office:

Equal Employment Opportunity (EEO) Office

9400 Dust Off Street
Fort Rucker, AL 36362

(334) 255-9219

(334) 255-2061

(334) 255-2240

(334) 255-1377

Email:

usarmy.rucker.id.training.mbx.eeo@army.mil

For information on filing a whistleblower complaint, contact your local Human Resources Office or visit the OSC website at www.osc.gov.

Department of Army's No FEAR Act Notice and statistics may be viewed at: <http://eeoa.army.pentagon.mil/web/index.cfm>.



NO FEAR ACT

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The Notification and Federal Employee Anti-discrimination and Retaliation Act - or No FEAR Act - was passed by Congress May 15, 2002, to ensure that the rights of employees, former employees and applicants for employment are protected under discrimination, whistleblower and retaliation laws.

The No FEAR Act requires that:

- All federal agencies be held accountable for violations of anti-discrimination and whistleblower protection laws.
- All employees be trained on and notified of their rights and protections under the anti-discrimination and whistleblower law.
- Information relating to complaints of discrimination be posted on the agencies' public website.
- Agencies prepare and submit an annual report to Congress on discrimination complaints.



What are the anti-discrimination laws?

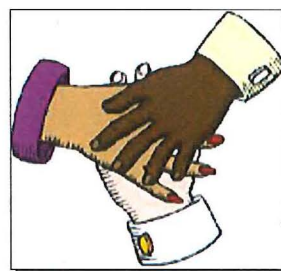
- Title VII of the Civil Rights Act of 1964, as amended
- Age Discrimination in Employment Act (ADEA) 1967
- Rehabilitation Act of 1973
- Equal Pay Act of 1963
- Americans with Disabilities Act of 1990



What is illegal discrimination?

Any action that treats one employee differently than another employee based on:

- Race
- Color
- Sex
- National origin
- Age
- Religion
- Disability (physical and/or mental)
- Marital status
- Political affiliation
- Retaliation



What are prohibited personnel practices?

When a manager or supervisor:

- Illegally discriminates for or against an employee or applicant for employment
- Solicits or considers improper employment recommendations
- Obstructs an employee's or applicant's right to compete for employment
- Gives unauthorized preference or improper advantage to one individual over another
- Employs or promotes a relative
- Retaliates against a whistleblower
- Knowingly violates veteran's preference requirements
- Violates any law, rule, or regulation which implements or directly concerns merit principles



What type of actions fall under the Whistleblower Protection Law?

- Violations of law, rule, or regulation
- Gross mismanagement
- Gross waste of funds
- Abuse of authority
- Substantial and specific danger to public health
- and/or safety

