

**Notice to Employees**  
**Whistleblower Rights and Remedies**  
**(41 U.S.C. § 4712)**

**Protected Disclosures**

- As an employee of a CNCS grantee, contractor or subcontractor, you may not be discharged, demoted, or otherwise discriminated against for disclosing information that you reasonably believe is evidence of:
  - Gross mismanagement or waste of a Federal contract or grant,
  - An abuse of authority relating to a Federal contract or grant, (an arbitrary and capricious exercise of authority that is inconsistent with the mission of CNCS or the successful performance of a contract or grant of CNCS)
  - A substantial and specific danger to public health or safety, or
  - A violation of law, rule, or regulation related to a Federal contract or grant.
  
- You may disclose suspected wrongdoing to any of the following:
  - The CNCS Office of Inspector General (OIG),
  - A CNCS employee responsible for contract or grant oversight or management,
  - A management official or other employee of the contractor or grantee who has the responsibility to investigate, discover, or address misconduct, or
  - An authorized official of the Department of Justice or other law enforcement agency, a Member of Congress or a representative of a committee of Congress, or the Government Accountability Office.

**Submitting Complaints**

- If you believe you have been subjected to a reprisal for disclosing wrongdoing, you may submit a complaint to the CNCS OIG within three years of the date on which the alleged reprisal took place.
  
- You can find the procedures for submitting fraud, waste, abuse, and whistleblower complaints on the CNCS OIG Internet site at [www.cncsoig.gov](http://www.cncsoig.gov).

**Agency Action on Your Complaint**

- Not later than 30 days after receiving an IG report on your complaint that you were subject to reprisal for reporting wrongdoing, the CEO shall issue an order denying relief or shall take one or more of the following actions:
  - Order the grantee to take affirmative corrective action to stop the reprisal.
  - Order the grantee to reinstate you to the position that you previously held, together with compensatory damages (including back pay), employment benefits, and other terms and conditions of employment that would apply to you in that position if the reprisal had not been taken.
  - Order the grantee to pay you an amount equal to the aggregate amount of all costs and expenses (including attorneys' fees and expert witnesses' fees) that were reasonably incurred by you in connection with bringing the complaint, as determined by the CEO.

**Your Right to go to Court**

- If the CEO issues an order denying relief or has not issued an order within 210 days after the submission of your complaint:
  - All administrative remedies will be deemed exhausted, and
  - You may bring an action at law or equity against the grantee.
  
- Time Limit: You must go to court within two years of when any order was issued by the CEO, or within two years and 210 days after your complaint (if the CEO as not issued an order).

***FOR MORE INFORMATION ON WHISTLEBLOWER PROTECTION CONTACT CNCS OIG***