

## Notification of Employee Protections under 41 U.S.C. § 4172

No employee may be discharged, demoted, or otherwise discriminated against for disclosing information that an employee reasonably believes is evidence of:

1. Gross mismanagement of a Federal contract or grant;
2. Gross waste of Federal funds;
3. An abuse of authority relating to a Federal contract or grant (defined as an arbitrary and capricious exercise of authority that is inconsistent with the mission of the Federal awarding agency concerned or the successful performance of a contract or grant of such agency);
4. A substantial and specific danger to public health or safety; or
5. A violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant.

An employee may disclose suspected wrongdoing described above to any of the following:

1. A Member of Congress or a representative of a committee of Congress;
2. An Inspector General;
3. The Government Accountability Office;
4. A Federal employee responsible for contract or grant oversight or management at the relevant agency;
5. An authorized official of the U.S. Department of Justice or other law enforcement agency;
6. A court or grand jury; or
7. A management official or other employee of the contractor, subcontractor, or grantee who has the responsibility to investigate, discover, or address misconduct.

If an employee believes that he or she has been subjected to reprisal for disclosing wrongdoing described above, the employee may submit a complaint to the federal awarding agency's Office of Inspector General within three years of the date on which the alleged reprisal took place.

Additional details may be found in the full statute [41 U.S.C. 4712](#).