



DEPARTMENT OF THE ARMY
NATIONAL TRAINING CENTER AND FORT IRWIN
FORT IRWIN, CA 92310

AFZJ-CG

JAN 27 2017

MEMORANDUM FOR All Civilian Employees

SUBJECT: Whistleblower Protection/Prohibited Personnel Practices

1. The purpose of this memorandum is to ensure that all agency employees are aware of and understand the prohibited personnel practices and whistleblower protections available to federal employees.
2. The December 5, 2013, White House National Action Plan calls for covered agencies to certify compliance with the Whistleblower Protection Act's notification requirements. To that end, I have included below links to information about the U.S. Office of Special Counsel (OSC), which is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.
3. The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistleblower disclosures and ensure that employees are protected from whistleblower retaliation. Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency, and/or OSC.
4. Please review the following fact sheet, "[Your Rights as a Federal Employee](#)," which provides detailed information on the thirteen prohibited personnel practices and employees' rights to file complaints with OSC. Additionally, I encourage you to review "[Know Your Rights When Reporting Wrongs](#)," which describe different avenues for making whistleblower disclosures as federal employees. More information can also be found on the [OSC website](#).

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5. Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. This agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

6 Encls

1. Poster, Whistleblower
2. Poster, Whistleblower Retaliation
3. Poster PPPs
4. Your Rights as a Federal Employee
5. Know Your Right When Reporting Wrongs
6. 5USC2302(c) Tracking Sheet



JEFFERY D. BROADWATER

Brigadier General, USA

Commanding 27 JAN 2017