

# Whistleblower Notice

## Notification of Employee Protections under 41 U.S.C. § 4172 (Pub. L. 114–261):

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

1. Gross mismanagement or waste of a federal contract or grant;
2. 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);
3. A substantial and specific danger to public health or safety; or
4. A violation of law, rule, or regulation related to a federal contract (including the competition for or negotiation of a contract) or grant.

### Reporting:

An employee must disclose suspected wrongdoing described above to any of the following to be protected under this law:

1. The Inspector General of the federal awarding agency (for example, the Office of Inspector General of the U.S. Department of Health and Human Services);
2. An employee of the federal awarding agency who is responsible for contract or grant oversight or management;
3. A management official or other employee of Dallas County who has the responsibility to investigate, discover, or address misconduct; or
4. An authorized official of the U.S. Department of Justice or other law enforcement agency;
5. A Member of Congress or a representative of a committee of Congress;
6. A court or grand jury; or
7. The Government Accountability Office (GAO).

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.