

COLLEGE OF WESTERN IDAHO

NOTICE TO EMPLOYEES

Enhancement of Employee Protection from Reprisal for Disclosure of Certain Information

[41 USC 4712](#)

Federal law provides employees working on Federal contracts, subcontracts, or grants enhanced whistleblower rights and protections.

Prohibition of Reprisals

An employee of a contractor, subcontractor, grantee, or subgrantee or personal services contractor may not be discharged, demoted, or otherwise discriminated against for disclosing information that the employee reasonably believes is evidence of:

1. Gross mismanagement of a Federal contract or grant;
2. A gross waste of Federal funds;
3. An abuse of authority relating to a Federal contract or grant,
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 or negotiation of a contract) or grant.

A disclosure is covered by federal law if disclosed to a person or body described below:

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 the contract or grant oversight or management at the relevant agency;
5. An authorized official of the Department of Justice or other law enforcement agency;
6. A court or grand jury;
7. A management official or other employee of the contractor, subcontractor, or grantee who has responsibility to investigate, discover, or address misconduct.

Reporting

A person who believes that he or she has been subjected to a violation of this law may submit a complaint to the Inspector General of the agency involved. Procedures and complaints forms for submitting whistleblower complaints are available on agency Office of Inspector Hotline Internet sites.

CWI Policy

Nothing in this Notice shall limit an employee's rights under the Idaho Protection of Public Employees Act and HR240 – Whistle Blower Policy.