



January 26, 2022

Memorandum

To: All USADF Employees

From: Travis Adkins, President and Chief Executive Officer

RE: Whistleblower Protections/Prohibited Personnel Practices

The purpose of this memorandum is to ensure all USADF employees are aware of and understand the applicable prohibited personnel practices and whistleblower protections available to federal employees. The Whistleblower Protection Acts provide the right for all covered federal employees to make whistleblower disclosures and ensure 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 of 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 the Office of Special Counsel (OSC).

The OSC is an independent agency that protects federal employees from prohibited personnel practices, specifically retaliation for whistleblowing or engaging in protected activities. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies, including agencies which, like USADF, are Government corporations.

Please review the attached fact sheet “Your Rights as an Employee of a Government Corporation” which provides information on the applicable prohibited personnel practices and employees’ rights to file complaints with the OSC. Additionally, I encourage you to review the attached materials: “Know Your Rights When Reporting Wrongs” and “Whistleblowing.” These documents describe different avenues for making whistleblower disclosures and OSC’s role in accepting retaliation complaints from federal employees.

Federal employees have the right to be free from retaliation for whistleblowing and engaging in protected activities. USADF is committed to making sure all employees are aware of their rights as well as the safeguards that are in place to protect them.

Sincerely,

Travis Adkins

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USADF President and CEO