

# YOUR RIGHTS AS AN EMPLOYEE OF A GOVERNMENT CORPORATION

ENFORCED BY  
THE U.S. OFFICE OF SPECIAL COUNSEL

Under 5 U.S.C. § 2302(b)(8), (b)(9)(A)(i), (b)(9)(B)-(D), an employee of a government corporation authorized to take, direct others to take, recommend, or approve any personnel action may not:

- **Take, fail to take, or threaten to take a personnel action against an employee because of protected whistleblowing.**

*EXAMPLE: Supervisor Joe directs the geographic reassignment of Employee Jack because Jack reported safety violations to the agency's Inspector General; or because Employee Jill reported a gross waste of funds to the Office of Internal Affairs.*

Protected whistleblowing is defined as disclosing information that the discloser reasonably believes evidences:

1. a violation of law, rule, or regulation;
2. gross mismanagement;
3. a gross waste of funds;
4. an abuse of authority; or
5. a substantial and specific danger to public health or safety.

This section also prohibits retaliation against government scientists who challenge censorship or make disclosures concerning the integrity of the scientific process if the censorship will cause one of the five types of misconduct described above.

- **Take, fail to take, or threaten to take a personnel action against any employee because of the exercise of an appeal, complaint, or grievance right.**

*EXAMPLE: Supervisor Jane places Employee Jack on an undesirable detail because Jack filed an administrative grievance about his performance rating.*

## What can you do if you believe retaliation has been committed?

An employee who believes retaliation has been committed can file a written complaint with the U.S. Office of Special Counsel (OSC). OSC is an independent agency that investigates and prosecutes allegations of prohibited personnel practices (PPPs) by federal employees. OSC has the authority to investigate PPPs, including allegations of whistleblower retaliation, and may seek corrective or disciplinary action when warranted.

Complaint forms are available on the web at [www.osc.gov](http://www.osc.gov). Employees do not need attorneys to file a complaint.

## Need additional information?

- Information on filing a complaint: (202) 254-3600 or (800) 872-9855.
- Information on making a disclosure: (202) 254-3640 or (800) 572-2249.

## U.S. Office of Special Counsel

1730 M Street, N.W., Suite 218 | Washington, D.C. 20036  
Tel: (202) 254-3600 | Fax: (202) 254-3711 | TTY: 1-800-877-8339 |

[www.osc.gov](http://www.osc.gov)