

Whistleblower Protection Notice of Rights (41 U.S.C. §4712)

This notice is to inform employees working on federal contracts, subcontracts and grants of the rights and remedies extended them under by the federal Enhancement of Contractor Employee Whistleblower Protections law, **Public Law 112-239, Section 828**, as amended by Public Law 114-261, codified at **41 USC 4712**.

Federal whistleblower protections prohibit federal contractors, subcontractors, grantees, subgrantees, or personal services contractors from retaliating against, discharging demoting, otherwise discriminating against an employee as a reprisal for making a “protected disclosure” of information that the employee reasonably believes is evidence of any of the following:

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. 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 for or negotiation of a contract) or grant.

A disclosure is protected if it meets two criteria:

1. The disclosure must be based on a reasonable belief that the wrongdoing has occurred.
2. The disclosure must also be made to a person or entity that is authorized to receive it.

To qualify for protection under the statute, the employee’s disclosure must be made to:

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

Illinois Tech is committed to fostering responsible conduct of research and maintaining a safe work environment. That commitment involves full compliance to all local, state and federal laws as well as University policies. If you observe what you think is a specific safety issue or a deficiency in compliance with regulations, we encourage you to report it pursuant to the University’s policies regarding [Investigations and Complaints of Possible Wrongdoing](#), and [Investigations, Cooperation and Non-Retaliation](#), so that it can be investigated.

A person who believes they have been subjected to reprisal for a protected action listed above may submit a complaint to the Office of the Inspector General (OIG) of the federal agency that issued the grant or contract. Complaints must be filed no more than three years after the date on which the alleged reprisal took place. Procedures for submitting fraud, waste, abuse, and whistleblower complaints are generally accessible on agency Office of Inspector General Hotline or Whistleblower Internet sites.