



Human Capital Management Office

UNITED STATES OF AMERICA
FEDERAL TRADE COMMISSION
WASHINGTON, D.C. 20580

May 9, 2016

MEMORANDUM

TO: Commission Staff

FROM: Vicki Barber  Chief Human Capital Officer
Roslyn A. Mazer  Inspector General
Kevin Williams  Director, Office of EEO

SUBJECT: Annual Notice: Whistleblower Protection and Prohibited Personnel Practices

The purpose of this memorandum is to ensure that all FTC employees are aware of their rights and the safeguards that are in place to protect them. This notice identifies prohibited personnel practices and whistleblower protections, and reminds you that you have the right to be free from prohibited personnel practices, including retaliation for whistleblowing.

Below are links to information about the U.S. Office of Special Counsel (OSC), which is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistleblower disclosures and ensure that employees are protected from retaliation for making those disclosures -- whether to supervisors, senior management, or the Office of Inspector General. 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 have many lawful options for disclosing alleged wrongdoing, including to their supervisors, other management officials, the Inspector General, and the OSC.

Please review the following fact sheet, "[Your Rights as a Federal Employee](#)," which provides detailed information on the thirteen prohibited personnel practices and employees' rights to file complaints with the OSC. Additionally, we encourage you to review the following materials: "[Know Your Rights When Reporting Wrongs](#)" and "[The Role of the U.S. Office of Special Counsel](#)," which describe avenues for making whistleblower disclosures and the OSC's role in accepting complaints from federal employees.

Additional information on whistleblower rights and protections, as well as a link to the OSC website, can be found on the [Whistleblower Protection](#) page on the Office of Inspector General's website.