

NOTICE TO EMPLOYEES OF WHISTLEBLOWER PROTECTION RIGHTS REGARDING FEDERAL CONTRACTS AND GRANTS

Trout Unlimited

The federal government has implemented a Pilot Program for Enhancement of Contractor Employee Whistleblower Protections (the “Program”). The Program is effective through January 1, 2017. The purpose of the Program is to protect employees against reprisal for certain whistleblowing activities in relation to federal grants and contracts.

Prohibited Activities

The Program specifies that employers may not discharge, demote, or otherwise discriminate against an employee in reprisal for the employee’s disclosure of information that the employee reasonably believes is evidence of any of the following:

- Gross mismanagement of a federal contract or grant;
- Gross waste of federal funds;
- Abuse of authority¹ relating to a federal contract or grant;
- Substantial and specific danger to public health or safety; or
- Violation of a law, rule or regulation related to a federal contract (including competition for or negotiation of a contract) or grant.

The Program also affords protection to employees who initiate or provide evidence of misconduct in any judicial or administrative proceeding relating to waste, fraud or abuse involving a federal contract or grant.

Protected Disclosures

The Program provides protections to employees who disclose the information to one of the following:

- A member of Congress or a representative of a committee of Congress;
- An Inspector General;
- The Government Accountability Office;
- A federal employee responsible for contract or grant oversight or management at the relevant federal agency;
- An authorized official of the Department of Justice or other law enforcement agency;
- A court or grand jury; or
- A management official or other employee of Trout Unlimited who has the responsibility to investigate, discover or address misconduct.

¹ Abuse of authority is defined as “defined as an “arbitrary and capricious exercise of authority that is inconsistent with the mission of the executive agency [...] or the successful performance of a [federal] contract or grant.”

Reporting

Any employee who has knowledge of Prohibited Activities relating to federal contracts or grants received by Trout Unlimited shall report such activities to Vivie Yen, HR Director for Trout Unlimited. You can reach Vivie Yen at vyen@tu.org or 703 284-9434. Trout Unlimited will promptly investigate reports of Prohibited Activities, will ensure that employees are protected from retaliation for making such reports, and will take appropriate remedial action, when needed.

Employees may also submit complaints directly to the Inspector General of the federal agency that issued the contract or grant. Additional information about that process and the rights and remedies afforded can be accessed via the following link:

[http://uscode.house.gov/view.xhtml?req=\(title:41%20section:4712%20edition:prelim\)](http://uscode.house.gov/view.xhtml?req=(title:41%20section:4712%20edition:prelim))

If you have any questions relating to this Program, please contact Vivie Yen, HR Director whose contact information is above.