



INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
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OCT 1 8

MEMORANDUM FOR CIVILIAN AND MILITARY OFFICERS AND EMPLOYEES
ASSIGNED TO THE OFFICE OF THE INSPECTOR
GENERAL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Policy Statement on "Zero Tolerance" for Whistleblower Reprisal by
DoDIG Managers and Staff (Rev. 1)

References:

- (a) Inspector General Act of 1978, as amended
- (b) Executive Order 12674 (Apr. 12, 1989)(as modified by E.O. 12731)
- (c) Title 5, Section 2302(c) of the United States Code
- (d) Title 10, Section 1034 of the United States Code
- (e) Title 5, Sections 2301 and 2302 of the United States Code
- (f) Title 5, Chapter 75 of the United States Code

Purpose: To update the policy statement of October 9, 2002, and restate the "Zero Tolerance" policy regarding reprisal, or threats of reprisal, against officers and employees assigned to the Office of the Inspector General (OIG) after they disclose evidence of a violation of rule, law and/or regulation, abuse of authority, gross waste and mismanagement, or a substantial risk to public health and safety.

Statutory Duty and Regulatory Responsibilities: Section 7(c) of Reference (a) states that "[a]ny employee with authority. . . shall not take or threaten to take any action against any employee as a reprisal for making a complaint or disclosing information" Reference (b) places a positive, pro-active obligation on federal employees to report "disclose waste, fraud, abuse, and corruption to appropriate authorities." Consistent with References (c) and (d), the Inspector General is responsible for "the prevention of prohibited personnel practices" and the creation of a workplace environment in which retaliation against employees making a protected disclosure is not acceptable. The legal protections exist because whistleblowers are an invaluable resource in the oversight of government operations. See Reference (e).

Policy Guidance: It the policy of the Office of the Inspector General that no member of the OIG team will reprise, or threaten to reprise, against an employee for making a protected disclosure. Anyone in the OIG who retaliates against any employee for making a protected disclosure will face disciplinary action in accordance with Reference (f).

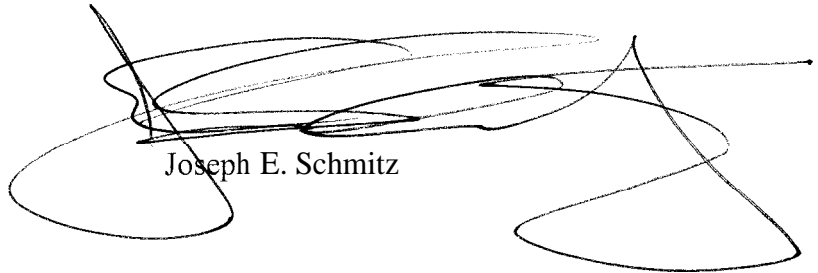
The U.S. Office of Special Counsel (OSC) certifies federal agencies after they have lawfully informed their employees of their whistleblower rights. As an integral part of OIG's Section 2302(c) certification, OIG SES and other senior managers must sign a memorandum attesting to their awareness of this "zero tolerance" policy regarding

retaliation against whistleblowers. Further, as has been this Office's practice since October 9, 2002, supervisory performance appraisals must now reflect a manager's compliance with this important merit system principle, pursuant to 5 U.S.C. § 43 13(5).

To the extent permitted by law, current or former civilian federal employees and military members can confidentially report information they reasonably believe evinces a violation of law, rule or regulation, gross mismanagement, a gross waste of funds, an abuse of authority or a substantial and specific danger to public health or safety to the Defense Hotline at 800-424-9098 or the Office of Special Counsel at (202) 653-9125/(800) 572-2249.

As "One Professional Team of Inspectors, Auditors, and Investigators," the OIG must set the example in protecting those members who bring organizational weaknesses to our attention. Those who chose not to abide by the laws that safeguard civilian and military personnel from whistleblower retaliation will be held fully accountable.

Effective Date: This Policy Memorandum is effective immediately.



Joseph E. Schmitz