



SBA Policy Notice

TO: ALL SBA EMPLOYEES

CONTROL NO.: 0000-2072

SUBJECT: Policy on Non-Retaliation Against
Small Businesses

EFFECTIVE: 12/9/2008

As part of the mission of the Office of the National Ombudsman (ONO) of the U.S. Small Business Administration (SBA) to create a fair, less burdensome regulatory enforcement environment for small business government wide, ONO is working with each federal agency to establish a policy prohibiting retaliatory actions by its employees against regulated entities.

This Notice states SBA's policy prohibiting retaliatory action by SBA employees against any small business. If a small business requests Ombudsman assistance, or otherwise questions or complains about SBA regulatory or enforcement actions, requirements or policies, the agency will not retaliate.

The SBA has important responsibilities to small businesses in carrying out its mission to protect, promote, and enhance the role of small business in the Nation's economy and is committed to maintaining an environment in which small businesses are free to challenge SBA regulatory or enforcement actions, requirements, and policies without fear of retaliation.

SBA takes allegations of retaliation very seriously and will thoroughly investigate any allegation of retaliation and take appropriate corrective action. SBA supports the policy of referring all allegations of threats or retaliation against small businesses to the Inspector General of the agency or department that made the alleged threats. Any retaliatory action taken by an SBA employee against a small business will be dealt with according to SBA policy and regulations, including 13 CFR Sections 105.206 and 208.

As an agency, we are making many changes and seeing positive results that you have helped bring to fruition. We continue to ensure fairness and objectivity of our actions in support of America's small businesses.

Sandy K. Baruah
Acting Administrator