



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

October 7, 2004

MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES, AND
OTHER KEY OFFICIALS

SUBJECT: WHISTLEBLOWER PROTECTION

I am committed to maintaining a corporate culture in which employees feel free to voice their concerns without fear of reprisal. Annually, we must remind employees of the options available to them regarding alleged acts of reprisal based on whistleblowing.

You are obligated to remind your managers and supervisors of their responsibility for enforcing the standards for appropriate workplace behavior. Managers must take prompt action on any conduct that is identified as unlawful whistleblower reprisal. This includes taking disciplinary action when the circumstances warrant this measure.

A work environment that encourages continuous improvement and protects employees from unlawful reprisal helps ensure VA provides the quality care and services our veterans and their families deserve. Ms. Catherine Baranek and Mr. Larry Ables of the Office of Human Resources Management and Labor Relations can address questions regarding this matter. They can be reached on (336) 631-5019 and (202) 273-9907, respectively.

A handwritten signature in cursive script that reads "Anthony J. Principi".

Anthony J. Principi