

Notice of Whistleblower Rights and Protections
Under the National Defense Authorization Act
and Employee Acknowledgement of Receipt of this Notice

The 2008 and 2009 versions of the National Defense Authorization Act (10 U.S.C. Section 2409) (NDAA) provides protections for employees of Federal contractors who make specific disclosures about waste or mismanagement, dangers to public health or safety, or violations of law relating to a Department of Defense contract.

Who is protected?

Employees of Federal contractors and ‘contractors’ include any person or entity awarded a contract with a “covered agency”, which includes:

- Department of Defense
- The Army, Navy, Air Force or Coast Guard
- National Aeronautics and Space Administration (NASA)

What are people who report fraud protected from?

Being discharged, demoted, or otherwise discriminated against as a reprisal for making a protected disclosure.

What kinds of disclosures are protected?

To be protected, the disclosure must be made by the employee to one of the following:

- A member of Congress
- A representative of a committee of Congress
- An Inspector General that receives funding from or has oversight over contracts awarded for or on behalf of the Department of Defense
- The Government Accountability Office
- A Department of Defense employee responsible for contract oversight or management, or
- An authorized official of an agency or the Department of Justice

What must the disclosure include?

The disclosure must include information that the employee reasonably believes is evidence of:

- Gross mismanagement of a Department of Defense contract or grant
- Gross waste of Department of Defense funds
- A substantial and specific danger to public health or safety
- A violation of law related to a Department of Defense contract (including the competition for or negotiation of a contract)

How do I report a whistleblower reprisal complaint?

An employee who believes that he or she has been subject to reprisal in violation of the NDAA may file a complaint with the Inspector General of the agency who awarded the contract or the Inspector General of the Department of Defense.

Employee Acknowledgement of Receipt of Notice of Whistleblower Rights and Protections

The undersigned employee of Federal contractor, the University of Alabama in Huntsville, hereby acknowledges receipt of this Notice of Whistleblower Rights and Protections in accordance with DFAR 252.203-7002.

Employee Printed Name

Employee Signature

Center/Department

Date