



## Office of Research Services and Sponsored Projects

---

### **PILOT PROGRAM FOR ENHANCEMENT OF CONTRACT EMPLOYEE WHISTLEBLOWER PROTECTIONS<sup>1</sup>**

**PURPOSE:** As a recipient of federal funds, Seattle University must comply with the latest whistleblower protection statutes that went into effect on July 1, 2013. This policy applies to all employees, subcontractors, and subgrantees on federal grants and contracts from July 1, 2013 to January 1, 2017.

**SCOPE:** The statute, 41 U.S.C. § 4712, applies to all employees working for contractors, grantees, subcontractors, and subgrantees on federal grants and contracts. The National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2013 (Pub.L. 112-239, enacted January 2, 2013) mandates a pilot program entitled “Pilot Program for Enhancement of Contractor Employee Whistleblower Protections.” All SU employees working on a federal award are subject to the whistleblower rights and remedies of the pilot program.

#### **RESPONSIBILITY OF PRINCIPAL INVESTIGATOR (PI) OR PROJECT DIRECTOR (PD):**

The PI is responsible for sharing this notice with all SU employees working on their grant or contract award. The Principal Investigator (PI) or Program Director (PD) will notify all subcontractors and subgrantees in writing of their rights and remedies under the pilot program.

**POLICY:** Statute 41 U.S.C. § 4712 states that an “employee of a contractor, subcontractor, grantee [or subgrantee] may not be discharged, demoted, or otherwise discriminated against as a reprisal for ‘whistleblowing’.” In addition, whistleblower protections cannot be waived by any agreement, policy, form, or condition of employment.

Whistleblowing is defined as making a disclosure that the employee reasonably believes is evidence of any of the following:

- Gross mismanagement of a federal contract or grant
- A gross waste of federal funds
- An abuse of authority relating to a federal contract or grant
- A substantial and specific danger to public health or safety
- A violation of law, rule, or regulation related to a federal contract or grant (including the competition for, or negotiation of, a contract or grant).

---

<sup>1</sup> Seattle University has developed this policy substantially based on the notification dated Dec. 23, 2013 from the Department of Health & Human Services, Office of Federal Assistance Management.

Employees, contractors, and subcontractors may use Seattle University's Ethics Line to make good faith disclosures of the above listed mismanagement or violation. Seattle University Ethics Line information is available at <https://secure.ethicspoint.com/domain/media/en/gui/23241/index.html>

Additionally, an employee's disclosure may also be made to:

- A Member of Congress, or a representative of a Congressional committee
- An Inspector General
- The Government Accountability Office
- A federal employee responsible for contract or grant oversight or management at the relevant agency
- An official from the Department of Justice, or other law enforcement agency
- A court or grand jury
- A management official or other employee of the contractor, subcontractor, grantee, or subgrantee who has the responsibility to investigate, discover, or address misconduct

**CONTACT:** For further information on this policy, please contact the Office of Research Services and Sponsored Projects, Seattle University, USVC 203. Email: [orssp@seattleu.edu](mailto:orssp@seattleu.edu). Phone: 206-296-2597