



## 205.05 Employee Whistleblower Protections

AMA employees working on a federal contract or grant as a contractor, subcontractor, or grantee may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing information that the employee reasonably believes is evidence of: a 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, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant.

AMA employees who wish to report such a situation should submit the report to an AMA senior manager or other employee of the AMA who has the responsibility to investigate, discover, or address misconduct or to AMA's toll-free hotline as described in HR Policy 205.04. They may also report the situation to any of the following persons or bodies:

- A. A Member of Congress or a representative of a committee of Congress
- B. An Inspector General at the relevant agency
- C. The Government Accountability Office
- D. A Federal employee responsible for contract or grant oversight or management at the relevant agency
- E. An authorized official of the Department of Justice or other law enforcement agency
- F. A court or grand jury

This policy establishes employee protections under 41 U.S.C. 4712 and implementing regulations. Effective Date 1/1/2005. Revised: 3/29/2013, 10/08/2013, 1/30/2015, 7/10/2017

This Policy Manual is not a contract, express or implied. The AMA is an at-will employer. Employment may be terminated