



Palolo Chinese Home
Whistleblower Protection (41 U.S.C. §4712)

Whistleblower Protection (41 U.S.C. §4712) applies to all employees working for contractors, grantees, subcontractors and sub-grantees on federal grants and contracts.

Under the program, employers may not discharge, demote, or otherwise discriminate against an employee as a reprisal for disclosing information 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; or,
- 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).

To qualify under the statute, the employee's disclosure must 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;
- A court or grand jury; or,
- A management official or other employee of the contractor, subcontractor, grantee, or sub-grantee who has the responsibility to investigate, discover or address misconduct.

A person who believes that the person has been subjected to a reprisal prohibited by the Whistleblower Protection program may submit a complaint to the Inspector General of the executive agency involved.

Palolo Chinese Home is committed to fostering responsible conduct in serving its residents and responsibly managing program and Federal award funds. That commitment involves full compliance to all local, state and federal laws as well as Palolo Chinese Home policies. If you observe what you think is a specific issue related to the areas listed above or a deficiency in compliance with regulations, we encourage you to report your concern so that it can be investigated.

Adopted by the Palolo Chinese Home this 5 day of July, 2024.

Chief Executive Officer

(NAME)

(TITLE)