

BIRMINGHAM VA HEALTH CARE SYSTEM WHISTLEBLOWER AND PROHIBITED PERSONNEL PRACTICES POLICY

It is the policy of this VA Health Care System including its Community Based Outpatient Clinics that all employees are educated on and understand their obligations and protections pertaining to workplace and prohibited personnel practices disclosures; generally referred to as “Whistleblower disclosures.”

Specifically, current and former Federal employees, and applicants for Federal employment, have a lawful right and obligation to report to OSC, OWAP, OIG or ORMDI information that they reasonably believe evidence any of the following workplace acts and/or prohibited personnel practices:

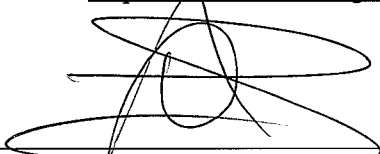
Workplace Acts

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| <ul style="list-style-type: none"><input type="checkbox"/> A violation of law, rule, or regulation.<input type="checkbox"/> Gross mismanagement.<input type="checkbox"/> A substantial and specific danger to public health or safety. | <ul style="list-style-type: none"><input type="checkbox"/> An abuse of authority.<input type="checkbox"/> Gross waste of funds.<input type="checkbox"/> Censorship related to scientific research if censorship meets one of the above-listed categories. |
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Prohibited Personnel Practices

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| <ul style="list-style-type: none"><input type="checkbox"/> Discrimination.<input type="checkbox"/> Solicit or consider employment recommendations based on factors other than personal knowledge or records of job-related abilities or characteristics.<input type="checkbox"/> Coerce the political activity of any person.<input type="checkbox"/> Deceive or willfully obstruct any person from competing for employment.<input type="checkbox"/> Influence any person to withdraw from job competition.<input type="checkbox"/> Give an unauthorized preference or advantage to improve or injure the prospects of any particular person for employment.<input type="checkbox"/> Implement or enforce a nondisclosure agreement or policy lacking notification of whistleblower rights. | <ul style="list-style-type: none"><input type="checkbox"/> Engage in nepotism.<input type="checkbox"/> Take or threaten to take a personnel action because of the exercise of a lawful appeal, complaint, or grievance right.<input type="checkbox"/> Take or threaten to take a personnel action because of whistleblowing.<input type="checkbox"/> Knowingly take or fail to take personnel action in the violation of veteran’s preference laws.<input type="checkbox"/> Violate any law, rule or regulation implementing or directly concerning merit system principles.<input type="checkbox"/> Discriminate based on personal conduct which does not adversely affect the performance of the employee or other employees.<input type="checkbox"/> Accessing the medical record of an employee or applicant as part of, or in furtherance of any of the above-listed prohibitions. |
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This facility supports the rights of all employees and applicants to exercise their rights under 5 U.S.C. §2302(b)(8). Reprisal against anyone who engages in whistleblower protected activity will not be tolerated. Additional information pertaining to this policy and the aforementioned Agencies is located on the BVAHCS Intranet <https://yaww.birmingham.va.gov/> left column “Whistleblower & Prohibited Personnel Practices” tab.



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