



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL AIR TRAINING
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CHIEF OF NAVAL AIR TRAINING
PROHIBITED PERSONNEL PRACTICES/WHISTLEBLOWER PROTECTION
POLICY

Ref: (a) 5 U.S.C. 2303
(b) SECNAVINST 5370.7E

1. This is to ensure that all Naval Air Training Command employees are aware of those prohibited personnel practices set forth in reference (a), and the whistleblower protections afforded to federal employees.
2. The Civil Service Reform Act established merit system principles that serve to protect Federal employees and applicants for Federal employment. The law specifically prohibits unlawful discrimination, hiring practices that violate merit systems principles, and retaliation for exercising lawful rights, to include whistleblowing.
3. The U.S. Office of Special Counsel (OSC) is an independent agency that protects federal employees from prohibited personnel practices, including unlawful hiring practices and whistleblower retaliation. OSC also provides an independent secure channel for disclosing and resolving complaints of wrongdoing.
4. The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provides the right for all covered federal employees to make whistleblower disclosures and to ensure that employees are protected from whistleblower retaliation. The Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017 and OSC's Reauthorization Act of 2018 further enhanced and reinforced these rights and protections.
5. Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may disclose wrongdoing to a number of officials including, for example, supervisors and higher management officials, the Inspector General, OSC, and the Congress.
6. Detailed information on the fourteen prohibited personnel practices and employees' rights to file complaints is available on the OSC webpage located at <https://osc.gov>.

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7. Naval Air Training Command employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. We are committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

8. Similar whistleblower protections exist for military members, as set forth in reference (b). All Department of Navy personnel who report to proper authority those acts or omissions they reasonably believe to be violations of law or regulation, fraud, waste, abuse, or mismanagement, are to remain free from unlawful reprisal and retaliation.


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