

Whistleblower Protection Improvement Act of 2021

The Whistleblower Protection Improvement Act of 2021 would strengthen protections for federal employees who expose wrongdoing. Whistleblowers play a crucial role in holding government accountable by exposing waste, fraud, and abuse. This legislation would:

Expand Whistleblower Protections

- Clarify that no federal government employee—including the President or Vice President of the United States—may interfere with or retaliate against a federal employee sharing information with Congress.
- Prohibit agencies from launching retaliatory investigations against employees who blow the whistle.
- Prohibit retaliation against an employee for disclosing to a supervisor any violations of law, gross mismanagement or waste, abuse of authority, or a substantial and specific danger to public health or safety.
- Limit public disclosure of the identity of an employee who engages in whistleblowing activity.

Ensure Due Process and Equitable Relief for Whistleblowers

- Provide timely consideration and appeals for employees who request a delay in adverse personnel actions.
- Grant whistleblowers access to a jury trial in federal district court if the Merit Systems Protections Board does not issue a decision in 180 days (or 240 days for complex cases).
- Clarify that whistleblowers who prevail are entitled to recover attorney fees and be granted necessary relief to make them whole, such as through training, restoration of seniority, or a promotion consistent with the employee's record.

Provide Protections for more Federal Employees

- Extend Title 5 protections to noncareer Senior Executive Service employees, Public Health Service officers or applicants, and the National Oceanic and Atmospheric Administration's commissioned officer corps.