

## MAKE A DIFFERENCE

Know that you can make a difference by reporting serious government illegality, waste, abuse of authority and corruption. Your complaint may save lives, stop financial waste, stop fraud and stop abuses of power that betray public trust.

Know that whistleblowing is an increasingly recognized and appropriate practice and its value to the public is very much appreciated.

Know that you can experience the satisfaction of doing something that is morally right.

Know that you can raise concerns in a reasonable and responsible way.

Know that your complaint will be dealt with properly and that you are protected from reprisal.

Know that whistleblowing helps to protect public interest and encourages organizational accountability.

Know that disclosing illegal or unethical government practices is “heroic.”

## TAKE A STAND



## SAFE AND CONFIDENTIAL

All investigations into your complaint are strictly confidential. Your information will only be discussed with pertinent individuals who need to know for purposes of investigation and resolution.

It's important to understand that Maryland law prohibits and protects you from reprisal.

## **WHAT YOU SHOULD KNOW ABOUT MARYLAND WHISTLEBLOWER PROTECTION**



Office of the Statewide Equal Employment  
Opportunity Coordinator (OSEEOC)

Governor Lawrence J. Hogan, Jr.  
Secretary David Brinkley  
Statewide EEO Coordinator Glynis Watford

## **MARYLAND**

### **WHISTLEBLOWER LAW:**

Disclosure of information is protected. A supervisor, appointing authority, or the head of a principal unit may not take or refuse to take any personnel action as a reprisal against an employee who: (1) discloses information that the employee reasonably believes evidences an abuse of authority, gross mismanagement, or gross waste of money; a substantial and specific danger to public health or safety; or a violation of law; or (2) following a disclosure under item (1) seeks a remedy provided under the Whistleblower Law or any other law or policy governing the employee's unit.

<https://dbm.maryland.gov/eo/Documents/Whistleblower-Policy.pdf>

### **DISCLOSING PROTECTED INFORMATION:**

Information protected under the Whistleblower Law may be reported to a supervisor, appointing authority, or the head of a principal unit who is in a position to correct the illegal wrongdoing. Also, a disclosure specifically prohibited by law may be reported to the Office of The Attorney General.

### **APPLICABILITY:**

This law applies to all employees and State employees who are applicants for positions in the Executive Branch of State government, including a unit with an independent personnel system.

### **EXAMPLES OF PROHIBITED PERSONNEL ACTIONS:**

While disclosure of information may be protected, employees who speak out may experience reprisal, such as:

- Demotion
- Denial of benefits
- Lost of opportunity for overtime or promotion
- Transfer
- Reduction of pay or hours
- Disciplinary action

This is not an exhaustive list of prohibited personnel actions, but know that the State Personnel and Pensions Article Title 5, subtitle 3, prohibits an employer from retaliating against an employee with respect to the employee's compensation and terms, conditions or privileges of employment, on the basis of the employee's protected disclosure.

### **POSSIBLE PERMISSIBLE REMEDIAL ACTIONS:**

- Removal of any related detrimental information from the employee's state personnel records
- Hire, promote, or reinstate the employee
- End the employee's suspension
- Award back pay to the day of the violation
- Grant the employee leave or seniority
- Take appropriate disciplinary action against any individual who caused the violation

### **HOW DO I FILE A CLAIM?**

If you believe that you have experienced or are experiencing reprisal contact:

Office of the Statewide EEO Coordinator, 301 West Preston Street, Suite 607, Baltimore, Maryland 21201.

(410)767-3800

Website: [OSEEOC Home](http://OSEEOC Home)

Email: [oseeoc.dbm@maryland.gov](mailto:oseeoc.dbm@maryland.gov)

Complaints must be filed within 6 months after the employee knew of or reasonably should have known of the violation.

Complaints must be filed in writing.

Copies of any documents to support your complaint should be attached.