

3.903 Policy.

- (a)
- (1) Contractors and *subcontractors* are prohibited from discharging, demoting, or otherwise discriminating against an employee as a reprisal for disclosing, to any of the entities listed at paragraph (b) of this section, information that the employee reasonably believes is—
- (i) Evidence of gross mismanagement of a Federal contract;
 - (ii) A gross waste of Federal funds;
 - (iii) An abuse of authority relating to a Federal contract;
 - (iv) A substantial and specific danger to public health or safety; or
 - (v) A violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract).
- (2) A reprisal is prohibited even if it is undertaken at the request of an executive branch official, unless the request takes the form of a non-discretionary directive and is within the authority of the executive branch official making the request.
- (b) Disclosure *may* be made to the following entities:
- (1) A Member of Congress or a representative of a committee of Congress.
 - (2) An *Inspector General*.
 - (3) The Government Accountability Office.
 - (4) A Federal employee responsible for contract oversight or management at the relevant agency.
 - (5) An *authorized official of the Department of Justice* or other law enforcement agency.
 - (6) A court or grand jury.
 - (7) A management official or other employee of the contractor or *subcontractor* who has the responsibility to investigate, discover, or address misconduct.
- (c) An employee who initiates or provides evidence of contractor or *subcontractor* misconduct in any judicial or administrative proceeding relating to waste, fraud, or abuse on a Federal contract *shall* be deemed to have made a disclosure.

Parent topic: [Subpart 3.9 - Whistleblower Protections for Contractor Employees](#)