



Policy # 53045

WHISTLEBLOWER PROTECTION

Effective Date: June 19, 2009

Revised Date: October 29, 2020

Responsible Office: Equal Employment Opportunity and Human Resources

Division: Operations

I. PURPOSE/OBJECTIVE

To protect public employees who report information which they reasonably believe to be a violation of any provision of law.

II. STATEMENT OF POLICY

Louisiana law protects public employees who report information which they reasonably believe is a violation of any provision of law, or any other acts of impropriety related to the scope or duties of public employment, to their agency heads, the Louisiana Board of Ethics, or any person or entity of competent authority or jurisdiction. Any public employee who reports a potential violation shall be free from discipline or reprisal from his employer. This law ([R. S. 42:1169](#)) is enforced by the Louisiana Board of Ethics. A public employee determined to be wrongfully suspended, demoted, or dismissed due to the reporting of any act of wrongdoing, shall be entitled to reinstatement of his employment, as well as the receipt of any lost income or benefits.

A. Definitions

1. A “public employee” means anyone, whether compensated or not, who is:
 - a. an administrative officer or official of a governmental entity who is not filling an elective office;
 - b. appointed by any elected official when acting in an official capacity, and the appointment is to a post or position wherein the appointee is to serve the governmental entity or an agency thereof, either as a member of an agency, or an employee thereof;
 - c. engaged in the performance of a governmental function; or,
 - d. under the supervision or authority of an elected official or another employee of the governmental entity. ([R.S. 42:1102\(18\)](#)).

B. Penalties

Any person who violates this provision, by a majority vote of the Board of Ethics, may be censured, removed, suspended, demoted, or ordered a reduction in pay, or fined up to \$10,000, or both. [R.S. 42:1169E](#) & [42:1153](#).

C. Complaints and inquiries must be in writing, signed, and filed with the Louisiana Board of Ethics at 2415 Quail Drive, 3rd Floor, Baton Rouge, LA 70808.

Other Links: [The Louisiana Code of Governmental Ethics](#)

[UL- System -Preventing and Addressing Retaliation](#)