Pilot Program for Enhancement of Protection Against Reprisals (41 U.S.C. 4712)

Cornell University is committed to conducting research following the highest ethical standards and in compliance with applicable laws, regulations, and policies. As an employee or appointee on a federally funded grant or contract\(^1\) at Cornell University, we are providing you with information on whistleblower rights and remedies under a Pilot Program for Enhancement of Employee Whistleblower Protections enacted by Federal Statute 41 U.S.C. § 4712 and implemented by or CFR 3.908.

The University relies on staff and other members of the Cornell community to report concerns of misconduct related to financial reporting or irregularity, internal controls, or misappropriation of resources. The first approach for resolution should be to discuss the matter with one’s supervisor. If this is not satisfactory, alternatives are to discuss your concerns with a department Chair or Dean, Human Resources, or the appropriate university office such as Environmental Health and Safety, the Office of Research Integrity and Assurance, University Audit, Sponsored Financial Services or University Counsel. The university hotline can be used for either direct or anonymous reporting.

The university will not tolerate retaliation toward or harassment of employees who report actual or possible violations. The identity of individuals providing information concerning possible violations, including fraud, will be protected within legal limits.

Under the federal Pilot Program employers cannot discharge, demote, or otherwise discriminate against an employee as a reprisal for disclosing information that the employee reasonable believes is evidence of gross mismanagement of a Federal contract or grant; the gross waste of Federal funds; an abuse of authority relating to a Federal contract or grant; a substantial and specific danger to public health or safety; or a violation of law or regulation related to a Federal contract or grant (including the competition for, or negotiation of, a contract or grant).

The Program provides protections only when an employee discloses the information to one of the following:

- A Member of Congress, or a representative of a Congressional committee;
- An Inspector General;
- The Government Accountability Office;
- A federal employee responsible for contract or grant oversight or management at the relevant agency;
- An official from the Department of Justice, or other law enforcement agency;
- A court or grand jury; or,
- A management official or other employee of Cornell who has the responsibility to investigate, discover or address misconduct.

The university’s hotline at [https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=6357](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=6357) may be used to confidentially report activities that may involve certain improper conduct or violations of

\(^{1}\) The Pilot Program does not apply to DoD, NASA, the Coast Guard or any element of the intelligence community as defined in section 3(4) of the National Security Act 1947 (50 U.S.C. 401a(4)).
Cornell University's Policies. You may file a report to Cornell University on this site or contact Cornell University through EthicsPoint by dialing toll-free 1-866-293-3077.