

**Department of
Veterans Affairs**

Memorandum

Date: July 28, 2014

From: Acting Secretary (00)

Subj: Section 2302(c) Certification from the U.S. Office of Special Counsel (VAIQ 7499833)

To: Under Secretaries, Assistant Secretaries, and Other Key Officials

1. The Department of Veterans Affairs (VA) is strongly committed to whistleblower rights. To that extent, VA has put together a plan for implementing the requirements of the U.S. Office of Special Counsel's (OSC) Section 2302(c) Certification Program.

2. OSC's Section 2302(c) Certification Program assists Federal agencies in meeting their statutory obligation to inform their workforces about the rights and remedies available to them under the prohibited personnel practices and whistleblower retaliation protection provisions of section 2302 of title 5 of the United States Code.

3. In order to implement the requirements of OSC's Section 2302(c) Certification Plan, I am directing all VA Administrations and Staff Offices to:

- a. Print and post OSC posters on whistleblowing, whistleblower retaliation, and prohibited personnel practices in a public setting at all VA facilities and at all VA personnel and EEO offices. A copy of these posters can be found at <http://www.diversity.va.gov/whistleblower.aspx>;
- b. Direct human resources staff to provide new hires with a hard-copy of the following OSC publications during their employee orientation: "Your Rights as a Federal Employee" and "Know Your Rights When Reporting Wrongs." A copy of these publications can be found at <http://www.diversity.va.gov/whistleblower.aspx>; and
- c. Require supervisors to take biennial training on prohibited personnel practices and whistleblower rights and protections. This training is currently being developed by VA's Office of Human Resources and Administration (OHRA) and OSC. Once the training has been developed and published, OHRA will notify all Administrations and Staff Offices.

4. Should you have any questions, please contact Ms. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion, at (202) 461-4131 or by email at Georgia.Coffey@va.gov.



Sloan D. Gibson