

**Occupational Safety and Health Administration  
 Directorate of Whistleblower Protection Programs (DWPP)  
 Whistleblower Statutes Desk Aid**

Act/OSHA Regulation	Days to file	Respondents covered	Days to complete	Kick-Out Provision	Allowable Remedies				Appeal		Burden of Proof
					Backpay	Preliminary Reinstatement	Compensatory	Punitive	Days	Venue	
<b>Section 11(c) of the Occupational Safety &amp; Health Act (OSHA) (1970)</b> [29 U.S.C. § 660(c)]. Protects employees from retaliation for exercising a variety of rights guaranteed under the Act, such as filing a S&H complaint with OSHA or their employers, participating in an inspection, etc. <b>29 CFR 1977</b>	30	Private sector U.S. Postal Service Certain tribal employers	90	No	Yes	No	Yes	Yes	15	OSHA	Motivating
<b>Asbestos Hazard Emergency Response Act (AHERA) (1986)</b> [15 U.S.C. § 2651]. Protects employees from retaliation for reporting violations of the law relating to asbestos in public or private non-profit elementary and secondary school systems. <b>29 CFR 1977</b>	90	Private sector State and local government Certain DoD schools Certain tribal schools	90	No	Yes	No	Yes	Yes	15	OSHA	Motivating
<b>International Safe Container Act (ISCA) (1977)</b> [46 U.S.C. § 80507]. Protects employees from retaliation for reporting to the Coast Guard the existence of an unsafe intermodal cargo container or another violation of the Act. <b>29 CFR 1977</b>	60	Private sector Local government Certain state government and interstate compact agencies	30	No	Yes	No	Yes	Yes	15	OSHA	Motivating
<b>Surface Transportation Assistance Act (STAA) (1982), as amended by the 9/11 Commission Act of 2007 (Public Law No. 110-053)</b> [49 U.S.C. § 31105]. Protects truck drivers and other covered employees from retaliation for refusing to violate regulations related to the safety or security of commercial motor vehicles or for reporting violations of those regulations, etc. <b>29 CFR 1978</b>	180	Private sector	60	210	Yes	Yes	Yes	Yes 250K cap	30	ALJ	Contributing

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<b>Safe Drinking Water Act (SDWA) (1974)</b> [42 U.S.C. § 300j-9(i)]. Protects employees from retaliation for, among other things, reporting violations of the Act, which requires that all drinking water systems assure that their water is potable as determined by the Environmental Protection Agency. <b>29 CFR 24</b>	30	Private sector Federal, state and municipal Indian tribes	30	No	Yes	No	Yes	Yes	30	ALJ	Motivating
<b>Federal Water Pollution Control Act (FWPCA) (1972)</b> [33 U.S.C. § 1367]. Protects employees from retaliation for reporting violations of the law related to water pollution. This statute is also known as the Clean Water Act. <b>29 CFR 24</b>	30	Private sector State and municipal Indian tribes Federal sovereign immunity bars investigation of FWPCA complaints filed by federal employees	30	No	Yes	No	Yes	No	30	ALJ	Motivating
<b>Toxic Substances Control Act (TSCA) (1976)</b> [15 U.S.C. § 2622]. Protects employees from retaliation for reporting alleged violations relating to industrial chemicals currently produced or imported into the United States and supplements the Clean Air Act (CAA) and the Toxic Release Inventory under Emergency Planning & Community Right to Know Act (EPCRA). <b>29 CFR 24</b>	30	Private sector	30	No	Yes	No	Yes	Yes	30	ALJ	Motivating
<b>Solid Waste Disposal Act (SWDA) (1976)</b> [42 U.S.C. § 6971]. Protects employees from retaliation for reporting violations of the law that regulates the disposal of solid waste. This statute is also known as the Resource Conservation and Recovery Act. <b>29 CFR 24</b>	30	Private sector Federal, state and municipal Indian tribes	30	No	Yes	No	Yes	No	30	ALJ	Motivating

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<b>Clean Air Act (CAA) (1977)</b> [42 U.S.C. § 7622]. Protects employees from retaliation for reporting violations of the Act, which provides for the development and enforcement of standards regarding air quality and air pollution. <b>29 CFR 24</b>	30	Private sector Federal, state and municipal	30	No	Yes	No	Yes	No	30	ALJ	Motivating
<b>Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) (1980)</b> [42 U.S.C. § 9610] A.k.a. "Superfund," this statute protects employees from retaliation for reporting violations of regulations involving accidents, spills, and other emergency releases of pollutants into the environment. The Act also protects employees who report violations related to the clean up of uncontrolled or abandoned hazardous waste sites. <b>29 CFR 24</b>	30	Private sector Federal, state and municipal	30	No	Yes	No	Yes	No	30	ALJ	Motivating

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<p><b>Energy Reorganization Act of 1974, as amended by the Energy Policy Act of 2005 (Public Law No. 109-58) (ERA)</b> [42 U.S.C. § 5851]. Protects certain employees in the nuclear industry from retaliation for reporting violations of the Atomic Energy Act. Protected employees include employees of operators, contractors and subcontractors of nuclear power plants licensed by the Nuclear Regulatory Commission, and employees of contractors working with the Department of Energy under a contract pursuant to the Atomic Energy Act. <b>29 CFR 24</b></p>	180	<p><i>Statute provides coverage of NRC and its contractors and subcontractors, NRC licensees and applicants for licenses, including contractors and subcontractors Agreement state licensees Applicants for licenses from agreement states, including their contractors and subcontractors DOE and its contractors and subcontractors. However, ARB case law indicates federal sovereign immunity will bar investigation of ERA complaints filed against many but not all federal agencies.</i></p>	30	365	Yes	No	Yes	No	30	ALJ	Contributing
<p><b>Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (AIR21) (2000)</b> [49 U.S.C. § 42121]. Protects employees of air carriers and contractors and subcontractors of air carriers from retaliation for, among other things, reporting violations of laws related to aviation safety. <b>29 CFR 1979</b></p>	90	<p><i>Air carriers and their contractors and subcontractors</i></p>	60	No	Yes	Yes	Yes	No	30	ALJ	Contributing

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<p><b>Sarbanes-Oxley Act (SOX) (2002), as amended by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Public Law No. 111-203) [18 U.S.C. § 1514A].</b> Protects employees of certain companies from retaliation for reporting alleged mail, wire, bank or securities fraud; violations of the SEC rules and regulations; or violations of federal laws related to fraud against shareholders. The Act covers employees of publically traded companies, including those companies' subsidiaries, and employees of nationally recognized statistical rating organizations, as well as contractors, subcontractors, and agents of these employers. <b>29 CFR 1980</b></p>	180	<p><i>Companies registered under §12 or required to report under §15(d) of the SEA and their consolidated subsidiaries or affiliates, contractors, subcontractors, officers, and agents, and nationally recognized statistical rating organizations</i></p>	60	180	Yes	Yes	Yes	No	30	ALJ	Contributing
<p><b>Pipeline Safety Improvement Act (PSIA) (2002) [49 U.S.C. § 60129].</b> Protects employees from retaliation for reporting violations of federal laws related to pipeline safety and security or for refusing to violate such laws. <b>29 CFR 1981</b></p>	180	<p><i>Private sector employers, states, municipalities, and individuals owning or operating pipeline facilities, and their contractors and subcontractors</i></p>	60	No	Yes	Yes	Yes	No	60	ALJ	Contributing

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<p><b>Federal Railroad Safety Act (FRSA), as amended by Section 1521 of the 9/11 Commission Act of 2007 (Public Law No. 110-053), and Section 419 of the Rail Safety Improvement Act of 2008 (Public Law No. 110-432) [49 U.S.C. § 20109].</b>  <i>Protects employees of railroad carriers and their contractors and subcontractors from retaliation for reporting a work-place injury or illness, a hazardous safety or security condition, a violation of any federal law or regulation relating to railroad safety or security, or the abuse of public funds appropriated for railroad safety. In addition, the statute protects employees from retaliation for refusing to work when confronted by a hazardous safety or security condition. <b>29 CFR 1982</b></i></p>	180	<i>Railroad carriers and their contractors, subcontractors, and officers</i>	60	210	Yes	Yes	Yes	Yes 250K Cap	30	ALJ	Contributing
<p><b>National Transit Systems Security Act (NTSSA), enacted as Section 1413 of the 9/11 Commission Act of 2007 (Public Law No. 110-053) [6 U.S.C. §1142].</b>  <i>Protects transit employees from retaliation for reporting a hazardous safety or security condition, a violation of any federal law relating to public transportation agency safety, or the abuse of federal grants or other public funds appropriated for public transportation. The Act also protects public transit employees from retaliation for refusing to work when confronted by a hazardous safety or security condition, or refusing to violate a federal law related to public transportation safety. <b>29 CFR 1982</b></i></p>	180	<i>Public transportation agencies and their contractors and subcontractors, and officers</i>	60	210	Yes	Yes	Yes	Yes 250K Cap	30	ALJ	Contributing

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<b>Consumer Product Safety Improvement Act (CPSIA) (2008)</b> [15 U.S.C. § 2087]. <i>Protects employees from retaliation for reporting to their employer, the federal government, or a state attorney general reasonably perceived violations of any statute or regulation within the jurisdiction of the Consumer Product Safety Commission (CPSC). CPSIA covers employees of consumer product manufacturers, importers, distributors, retailers, and private labelers.</i> <b>29 CFR 1983</b>	180	<i>Manufacturing, private labeling, distribution, and retail employers in the United States</i>	60	<i>210 or within 90 days of OSHA finding</i>	Yes	Yes	Yes	No	30	ALJ	Contributing
<b>Affordable Care Act (ACA) (2010)</b> [29 U.S.C. § 218c]. <i>Protects employees from retaliation for reporting violations of any provision of title I of the ACA, including but not limited to discrimination based on an individual's receipt of health insurance subsidies, the denial of coverage based on a preexisting condition, or an insurer's failure to rebate a portion of an excess premium.</i> <b>29 CFR 1984</b>	180	<i>Private and public sector employers</i>	60	<i>210 or within 90 days of OSHA finding</i>	Yes	Yes	Yes	No	30	ALJ	Contributing
<b>Seaman's Protection Act, as amended by § 611 of the Coast Guard Authorization Act of 2010 (Public Law No. 111-281) (SPA)</b> [46 U.S.C. § 2114]. <i>Protects seamen from retaliation for reporting to the Coast Guard or another federal agency a violation of a maritime safety law or regulation. Among other things, the Act also protects seamen from retaliation for refusing to work when they reasonably believe an assigned task would result in serious injury or impairment of health to themselves, other seamen, or the public.</i> <b>29 CFR 1986</b>	180	<i>Private-sector employers—vessel on which seaman was employed must be American-owned, as defined; world-wide coverage</i>	60	210	Yes	Yes	Yes	Yes 250 K Cap	30	ALJ	Contributing

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<b>Consumer Financial Protection Act (CFPA) (Section 1057 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Public Law No. 111-203) (2010)</b> [12 U.S.C. § 5567]. Protects employees performing tasks related to consumer financial products or services from retaliation for reporting reasonably perceived violations of any provision of title X of the Dodd-Frank Act or any other provision of law that is subject to the jurisdiction of the Bureau of Consumer Financial Protection, or any rule, order, standard, or prohibition prescribed by the Bureau.	180	<i>Any person engaged in offering or providing a consumer financial product or service, a service provider to such person, or such person's affiliate acting as a service provider to it</i>	60	210 or within 90 days of OSHA finding	Yes	Yes	Yes	No	30	ALJ	Contributing
<b>FDA Food Safety Modernization Act (FSMA) (2011)</b> [21 U.S.C. § 1012]. Protects employees of food manufacturers, distributors, packers, and transporters from retaliation for reporting a violation of the Food, Drug, and Cosmetic Act, or a regulation promulgated under the Act. Employees are also protected from retaliation for refusing to participate in a practice that violates the Act.	180	<i>Any entity engaged in the manufacture, processing, packing, transporting, distribution, reception, holding, or importation of food</i>	60	210 or within 90 days of OSHA finding	Yes	Yes	Yes	No	30	ALJ	Contributing



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<p><b>Section 31307 of the Moving Ahead for Progress in the 21st Century Act (MAP-21) (a provision of Division C's Title I, the Motor Vehicle and Highway Safety Improvement Act of 2012) (2012).</b> <i>Protects employees from retaliation by motor vehicle manufacturers, part suppliers, and dealerships for providing information to the employer or the U.S. Department of Transportation about motor vehicle defects, noncompliance, or violations of the notification or reporting requirements enforced by the National Highway Traffic Safety Administration (NHTSA), or for engaging in related protected activities as set forth in the provision.</i></p>	180	<i>Motor vehicle manufacturer, part supplier, or dealership</i>	60	210	Yes	Yes	Yes	No	30	ALJ	<i>Contributing</i>