

# Summary: Unfounded Allegations of Whistleblower Reprisal

**Report Date: August 10, 2021**

**Report Number: 19-0491**

The OIG investigated a complaint of whistleblower reprisal made by a former employee of a non-profit organization that received grant and cooperative agreement funding from the Bureau of Indian Affairs. The complainant alleged being placed on probation for poor performance and later being terminated in April 2019. The complainant alleged that these actions were retaliatory and occurred only after the complainant found discrepancies related to the reporting of funding the non-profit received from Bureau of Indian Affairs grants and cooperative agreements and raised these concerns to the non-profit's management.

Based on the evidence that we reviewed, we concluded that the complainant's employment was not terminated for making protected disclosures. The complainant had a history of raising general concerns, and we assume for present purposes only that she may have made a protected disclosure to the non-profit's management on one occasion. We found clear and convincing evidence that demonstrated that the non-profit would have taken the same personnel actions against the complainant regardless of any disclosures.

This is a summary of a report that we provided to the complainant, the current executive director of the non-profit organization, and the Secretary of the Interior pursuant to 41 U.S.C. 4712.

