July 30 Marks National Whistleblower Appreciate Day

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HAPPY NATIONAL WHISTLEBLOWER APPRECIATION DAY

Today, July 30, is National Whistleblower Appreciation Day, and the Department of Labor has created a new webpage in recognition of this date. This recognition is likely evidence of enhanced focus for protection for employees under the Biden Administration.

The Department of Labor wants to ensure that employers recognize that they cannot retaliate against their employees as those employees have the right to speak out if they are mistreated, denied their rights, or have concerns about their safety. Retaliation, as defined in the new website,

> "occurs when an employer (through a manager, supervisor or administrator) fires an employee or takes any other type of adverse action against an employee for engaging in protected activity. An adverse reaction is an action which would dissuade a reasonable employee from raising a concern about a possible violation or engaging in any other related protected activity. Retaliation can have a negative impact on overall employee morale" according to Department of Labor Secretary Marty Walsh.

A number of Department of Labor agencies have the authority to enforce whistleblower and anti-retaliation laws. Those include: (1) Occupational Safety and Health Administration (OSHA); (2) Mine Safety and Health Administration (MSHA); (3) Office of Federal Contract Compliance Programs (OFCCP); (4) Wage and Hour Division (WHD); and Veterans Employment and Training Services (VETS).

A video of Secretary Walsh's recognition of National Whistleblower Appreciation Day is available on YouTube at the link below.

Secretary Walsh on National Whistleblower Appreciation Day 2021 – YouTube

We Can Help

Please contact Larry Cash, Scott Simmons, Neil Wilcove or any other member of Miller & Martin's Workplace Environmental, Health & Safety/OSHA practice group to discuss your specific questions.