# State Whistleblower Laws - Overview

## A. BREADTH OF COVERAGE

<table>
<thead>
<tr>
<th>Category</th>
<th>States</th>
<th>Coverages</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Violation of state or federal law, rules or regulations</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Gross mismanagement</td>
<td>27</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td>Abuse of authority (including violations of agency policy)</td>
<td>24</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>Waste of public funds or resources</td>
<td>37</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Danger to health and/or public safety and/or environment</td>
<td>39</td>
<td>39</td>
<td>39</td>
</tr>
<tr>
<td>Communication of scientific opinion or alteration of technical findings</td>
<td>2</td>
<td>2</td>
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<tr>
<td>Breaches of professional ethical canons</td>
<td>8</td>
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</tr>
</tbody>
</table>

## B. USABILITY: SCOPE OF PROTECTION

<table>
<thead>
<tr>
<th>Scope of Protection</th>
<th>States</th>
<th>Coverages</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>To any person or organization, including public media</td>
<td>13</td>
<td>13</td>
<td>13</td>
</tr>
<tr>
<td>Or</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To any state executive or legislative body or person employed by such entities</td>
<td>32</td>
<td>32</td>
<td>32</td>
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<tr>
<td>Or</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>For testimony in any official proceeding</td>
<td>31</td>
<td>31</td>
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<tr>
<td>Or</td>
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<td></td>
<td></td>
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<tr>
<td>To any state or federal law enforcement or investigative body or its employees</td>
<td>35</td>
<td>35</td>
<td>35</td>
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<tr>
<td>Or</td>
<td></td>
<td></td>
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<tr>
<td>To any federal or non-state governmental entity</td>
<td>13</td>
<td>13</td>
<td>13</td>
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<tr>
<td>Or</td>
<td></td>
<td></td>
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<tr>
<td>To co-workers or supervisors within the scope of duty</td>
<td>17</td>
<td>17</td>
<td>17</td>
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<tr>
<td>Or</td>
<td></td>
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</tr>
<tr>
<td>Where there has been no prior disclosure to another state official or supervisor</td>
<td>29</td>
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<td>29</td>
</tr>
</tbody>
</table>

## C. STRENGTH: REMEDIES AGAINST RETALIATION

<table>
<thead>
<tr>
<th>Remedy</th>
<th>States</th>
<th>Coverages</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prohibition on retaliatory actions affecting state employee's terms &amp; conditions of employment</td>
<td>51</td>
<td>51</td>
<td>51</td>
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<tr>
<td>Opportunity for administrative challenge</td>
<td>39</td>
<td>39</td>
<td>39</td>
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<tr>
<td>Opportunities for court challenge</td>
<td>48</td>
<td>48</td>
<td>48</td>
</tr>
<tr>
<td>Trial by jury</td>
<td>3</td>
<td>3</td>
<td>3</td>
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<tr>
<td>Burden shifting upon prima facie showing</td>
<td>11</td>
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<tr>
<td>Make whole remedies (court costs, attorney fees, back pay; restoration of benefits, etc)</td>
<td>49</td>
<td>49</td>
<td>49</td>
</tr>
<tr>
<td>Actual and/or compensatory damages</td>
<td>35</td>
<td>35</td>
<td>35</td>
</tr>
<tr>
<td>Interim relief, injunction or stay of personal actions</td>
<td>33</td>
<td>33</td>
<td>33</td>
</tr>
<tr>
<td>Transfer preference for prevailing whistleblower or ban on blackballing</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Punitive damages or other fines and penalties</td>
<td>31</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Personnel actions against managers found to have retaliated</td>
<td>14</td>
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</table>

## Posting or employee notice of whistleblower rights required.

<table>
<thead>
<tr>
<th>Posting</th>
<th>States</th>
<th>Coverages</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>34</td>
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