

PROHIBITED PERSONNEL PRACTICES

An employee who believes a PPP has been committed can file a written complaint with the U.S. Office of Special Counsel. Complaint forms are available on the Web at www.osc.gov. Employees do not need attorneys to file a complaint. OSC is an independent and prosecutorial agency. It will investigate allegations of prohibited personnel practices, and seek any corrective and disciplinary action.

WHAT IS A PROHIBITED PERSONNEL PRACTICE (PPP)?:

Under 5 U.S.C. §2302(b)(1)-(b)(12) a federal employee authorized to take, direct others to take, recommend or approve any personnel action may not:

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| <ul style="list-style-type: none">• Discriminate (including discrimination based on marital status and political affiliation).• Solicit or consider employment recommendations based on factors other than personal knowledge or records of job-related abilities or characteristics. Coerce the political activity of any person, or take action against any employee as reprisal for refusing to engage in political activity.• Deceive or willfully obstruct any person from competing for employment.• Influence any person to withdraw from competition for a position to improve or injure the employment prospects of any other person.• Give an unauthorized preference to a person to improve or injure the employment prospects of any particular employee or applicant. | <ul style="list-style-type: none">• Take a personnel action against an employee because of whistleblowing.• Take a personnel action against any employee because of the exercise of an appeal, complaint, or grievance right.• Engage in nepotism.• Discriminate against an employee on the basis of conduct, which does not adversely affect the performance of the employee.• Take or fail to take personnel action, if such action would violate veterans' preference requirement.• Take a personnel action against an employee which violates a law, rule, or regulation which implements a merit systems principle. |
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