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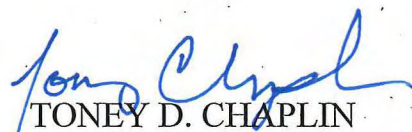
Rights and Responsibilities under California Whistleblower Laws
(Re-issue DB 12-028)

The existing Whistleblower Law (California Labor Code Section 1102.5, et seq.) prohibits employers from preventing an employee from disclosing violations of a state or federal statute, or a violation or noncompliance with a state or federal regulation to a government or law enforcement agency, or from retaliating against an employee who makes a disclosure. A violation is punishable as a misdemeanor.

The law extends protections to employees who report a violation of a state or federal statute, or a violation of or noncompliance with a state or federal rule or regulation, or who exercised these rights in former employment.

The law prohibits an employer from retaliating against an employee for exercising any of these rights, including those provided under existing law, provides an additional civil penalty for violations, and establishes the evidentiary burdens of the parties participating in a civil action or administrative hearing involving an alleged violation.

The law also established a "Whistleblower Hotline" within the Attorney General's office. The Hotline Number is 1-800-952-5665. Calls made to the hotline will be reviewed and forwarded to the appropriate government authority.


TONEY D. CHAPLIN
Interim Chief of Police

Per DB 15-141, both sworn and non-sworn members are required to electronically acknowledge this Department Bulletin in HRMS.