

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 9/28/2018 10:46:30 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: Re:

We can just use last years. OSC said they have a new one coming out. I'll check Monday.

On Sep 28, 2018, at 6:36 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

With Wheeler being new, it's important for him to distribute a whistleblower memo. We will likely distribute the new elevation memo next week. The week after next, we would like to distribute the whistleblower memo. We've waited for two months to issue this, and I'm not sure that I see any problems with issuing the memo. The text has not changed from year to year.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 10/9/2018 9:11:41 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]; Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Subject: RE:

Will do

Nancy Grantham
Office of Public Affairs
US Environmental Protection Agency
202-564-6879 (desk)
Ex. 6 (mobile)

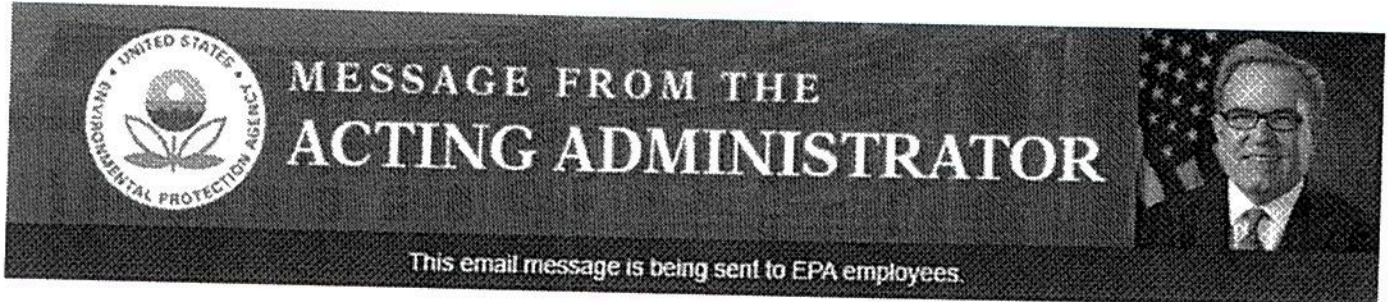
From: Jackson, Ryan
Sent: Tuesday, October 09, 2018 4:53 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>
Subject:

Nancy please tee up the whistleblower memo to be released this week. Helena has electronic text. I expect Wheeler to give us the approval in the next couple of days.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency
Ex. 6

Message

From: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Sent: 10/25/2018 7:00:40 PM
To: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: Whistleblower Protection / Prohibited Personnel Practices



Dear Colleagues,

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The U.S. Environmental Protection Agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistle blower protections available to federal employees.

The U.S. Office of Special Counsel (OSC) is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistle blower disclosures and to ensure that employees are protected from whistle blower retaliation. The Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017 and OSC's Reauthorization Act under the National Defense Authorization Act of Fiscal Year 2018 further enhanced and reinforced these rights and protections.

Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency and /o r OSC.

More information can be found on the OSC website at: <https://osc.gov/Pages/WhatWeDo.aspx>

Andrew Wheeler
Acting EPA Administrator

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 10/15/2018 6:18:44 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: Fwd: Whistle Blower Memo
Attachments: Whistleblower Protection / Prohibited Personnel Practices; ATT00001.htm

Ryan - we plan to send this out in an hour thx ng

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 7/30/2018 4:29:15 PM
To: Monson, Mahri [Monson.Mahri@epa.gov]
CC: Jackson, Ryan [jackson.ryan@epa.gov]; Leopold, Matt (OGC) [Leopold.Matt@epa.gov]; Minoli, Kevin [Minoli.Kevin@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Packard, Elise [Packard.Elise@epa.gov]; Blake, Wendy [Blake.Wendy@epa.gov]; Wulffen, Rebecca [Wulffen.Rebecca@epa.gov]; Brown, Byron [brown.byron@epa.gov]; Molina, Michael [molina.michael@epa.gov]
Subject: Re: memos--e-version of EEO draft attached

Great. Thanks.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
Office of the Administrator
U.S. Environmental Protection Agency
202-564-0792 (office)
Ex. 6 (mobile)
wooden-aguilar.helena@epa.gov

On Jul 30, 2018, at 12:17 PM, Monson, Mahri <Monson.Mahri@epa.gov> wrote:

Ryan,
Presuming Matt is the one who shared the draft EEO hard copy with you, this should be the electronic version you are requesting. I just shared this with Helena at her request as well. Let me know if you have a different version or need anything else on the EEO memo.

Thanks!
Mahri

Mahri Monson
Office of General Counsel
U.S. Environmental Protection Agency
(202) 564-2657
Pronouns: She/Her/Hers

I am a proud member of LGBTQ+ community AND an EPA Ally. [Learn more and take the pledge here.](#)

Help eliminate environmental violations - [report tips and complaints here.](#)

From: Jackson, Ryan
Sent: Monday, July 30, 2018 10:59 AM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Brown, Byron <brown.byron@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: RE: memos

Again, thank you all for your help.

We will release the "fishbowl" memo today.

I have a hard copy of the OGC prepared EEO draft memo. Can I receive an electronic version of it? Also Helena and Byron, will you work up an orange folder for the EEO memo?

Finally, can OGC prepare a draft "Whistleblower" FEAR Act memo for tentative release on August 6 and can OGC prepare a cooperation with the OIG memo for tentative release on August 13?

I'm eager to schedule a time to review drafts on the FOIA release within the next couple of weeks.

Finally, I'm hoping to use the next couple of weeks to finalize a new elevation memo based on the standardized procedures the EMC has developed and an anti-harassment memo to present to Andrew for evaluation.

From: Jackson, Ryan
Sent: Tuesday, July 24, 2018 6:29 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: RE: memos

Thank you all. The notebook was exceptionally helpful. In fact, I believe we will begin to roll out policy statements as early as this week due to it.

From: Jackson, Ryan
Sent: Tuesday, July 10, 2018 1:18 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: memos

I would like to prepare a notebook for Andrew on the memos he should consider issuing. Can OGC help me prepare draft memos for him to review?

- One which we have not yet issued is the EEO memo. Administrator Pruitt was moving toward the attached EEO statement, however, I would like for OGC to prepare a statement consistent with other federal agencies in this Administration as well.
- I would like for OGC to prepare an update in any are necessary to the anti-harassment policy for Andrew to release.
- Would OGC review the attached draft fishbowl memo and provide any comments?

- Does Andrew need to issue a new OIG cooperation memo, whistleblower memo, and Weingarten memo?
- Are there any further memos concerning FOIA or anything else which we should prepare to issue?
- Nancy Grantham mentioned that due to Pruitt's updated elevation memo the EMC has prepared a uniform system to elevate matters throughout the agency based on the best practices from the region and HQ over the past 2-3 years. Would it be appropriate for Andrew to issue an update elevation policy now as well?

Finally, the goal is to issue a new memo or policy per week once prepared and approved.

I have some previous examples of the memos, however, if you have previous example of the usual memos new Administrator's have released, I think that would be helpful context for Andrew.

Much appreciated.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

<Draft EEO Statement (OGC) 7.13.18.docx>

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 10/9/2018 7:50:27 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: Re:

Yes. I have provided the latest draft. We are working on the orange folder now.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
U.S. Environmental Protection Agency
202-564-0792 (Work)

Ex. 6 (Cell)
wooden-aguilar.helena@epa.gov

On Oct 9, 2018, at 2:43 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Any word on orange whistleblower?

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 8/23/2018 9:53:52 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: Re:

No but will check again. They were running it up the management chain.

> On Aug 23, 2018, at 3:25 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

>
> Is there any word from OSC on whistleblower text?

>
>
>
>
>
>
>

> Ryan Jackson
> Chief of Staff
> U.S. EPA

> **Ex. 6**

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 7/30/2018 3:19:25 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Leopold, Matt (OGC) [Leopold.Matt@epa.gov]; Minoli, Kevin [Minoli.Kevin@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Monson, Mahri [Monson.Mahri@epa.gov]; Packard, Elise [Packard.Elise@epa.gov]; Blake, Wendy [Blake.Wendy@epa.gov]; Wulffen, Rebecca [Wulffen.Rebecca@epa.gov]; Brown, Byron [brown.byron@epa.gov]; Molina, Michael [molina.michael@epa.gov]
Subject: Re: memos

Will do.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
Office of the Administrator
U.S. Environmental Protection Agency
202-564-0792 (office)
Ex. 6 mobile)
wooden-aguilar.helena@epa.gov

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Again, thank you all for your help.

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From: Jackson, Ryan
Sent: Tuesday, July 24, 2018 6:29 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: RE: memos

Thank you all. The notebook was exceptionally helpful. In fact, I believe we will begin to roll out policy statements as early as this week due to it.

From: Jackson, Ryan

Sent: Tuesday, July 10, 2018 1:18 PM

To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Molina, Michael <molina.michael@epa.gov>

Subject: memos

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Much appreciated.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 10/9/2018 1:58:46 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: Re: Whistleblower Memo

Yes. Got it.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
U.S. Environmental Protection Agency
202-564-0792 (Work)
Ex. 6 (Cell)
wooden-aguilar.helena@epa.gov

On Oct 9, 2018, at 9:56 AM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

This is the latest Donna received?

If so, make the last paragraph in this version the first paragraph and place it in an orange folder.

I would like to get it in Wheeler's materials for his afternoon departure.

Thanks.

Ryan Jackson
Chief of Staff
U.S. EPA

Ex. 6

On Oct 9, 2018, at 9:54 AM, Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov> wrote:

It's attached. Sent to OGC on Friday for quick review.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
U.S. Environmental Protection Agency
202-564-0792 (Work)

Ex. 6 (Cell)
wooden-aguilar.helena@epa.gov

Begin forwarded message:

From: "Wooden-Aguilar, Helena" <Wooden-Aguilar.Helena@epa.gov>
Date: October 5, 2018 at 3:03:02 PM EDT
To: "Packard, Elise" <Packard.Elise@epa.gov>, "Fotouhi, David" <fotouhi.david@epa.gov>
Cc: "Grantham, Nancy" <Grantham.Nancy@epa.gov>, "Wooden-Aguilar, Helena" <Wooden-Aguilar.Helena@epa.gov>, "Vizian, Donna" <Vizian.Donna@epa.gov>
Subject: Memo on Updated Legal Requirements Regarding Agency Training and Discipline

Hello Elise -

I am sending the latest version of the memorandum regarding agency training and discipline to OGC for review. If you have any questions I have looped in Donna V and Nancy.

Thanks,

Helena

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
Office of the Administrator
US Environmental Protection Agency
202-564-0792 (office)
Ex. 6 (mobile)
wooden-aguilar.helena@epa.gov

<Sample Memo for Annual Notification.docx>

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 8/27/2018 3:24:04 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: RE:

we heard back over the weekend that it still in their review process.

-----Original Message-----

From: Jackson, Ryan
Sent: Thursday, August 23, 2018 3:25 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject:

Is there any word from OSC on whistleblower text?

Ryan Jackson
Chief of Staff
U.S. EPA

Ex. 6

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 8/8/2018 2:40:22 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: RE: RE:

I understand.

From: Jackson, Ryan
Sent: Wednesday, August 08, 2018 10:40 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Re: RE:

Thanks. Just eager to get circulated as well.

Ryan Jackson
Chief of Staff
U.S. EPA

Ex. 6

On Aug 8, 2018, at 10:30 AM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

We reached out to OSC again. If we don't hear backs soon we will elevate.

From: Jackson, Ryan
Sent: Tuesday, August 07, 2018 1:47 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject:

Is there any status on the review of the whistleblower memo?

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

Sent: 7/12/2018 2:54:44 PM
To: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: Whistleblower Protection / Prohibited Personnel Practices



Dear Colleagues,

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The U.S. Environmental Protection Agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistle blower protections available to federal employees.

The U.S. Office of Special Counsel (OSC) is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistle blower disclosures and to ensure that employees are protected from whistle blower retaliation. The Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017 and OSC' s Reauthorization Act under the National Defense Authorization Act of Fiscal Year 2018 further enhanced and reinforced these rights and protections.

Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency and /o r OSC.

More information can be found on the OSC website at: <https://osc.gov/Pages/WhatWeDo.aspx>

Andrew Wheeler
Acting EPA Administrator

Memorandum to All Employees

From: [Insert Head of Agency/Unit]

RE: Whistleblower Protection/Prohibited Personnel Practices

The purpose of this memorandum is to ensure that all agency employees are aware of and understand the prohibited personnel practices and whistleblower protections available to federal employees.

The U.S. Office of Special Counsel (OSC) is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

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Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency, and/or OSC.

Please review the following fact sheet, "Your Rights as a Federal Employee," which provides detailed information on the fourteen prohibited personnel practices and employees' rights to file complaints with OSC. Additionally, I encourage you to review "Know Your Rights When Reporting Wrongs," which describe different avenues for making whistleblower disclosures as federal employees. More information can also be found on the [OSC website](#).

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. This agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

Message

From: Baptist, Erik [baptist.erik@epa.gov]
Sent: 7/28/2017 10:35:48 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
Subject: Memoranda Status Update

Ryan,

I wanted to provide you with an update on the status of the memoranda that I have been reviewing and/or overseeing:

1. **Elevation:** The elevation memorandum should be ready for signature. I believe John Reeder is working on it.
2. **OIG:** The OIG memorandum can be prepared for signature. I forwarded you Art's response (which I hope provides us with sufficient clarity), in addition to a clean version of the memorandum in a separate email.
3. **Whistleblower:** I reviewed and approved the Whistleblower message that John Showman sent to me.
4. **EEO:** OGC Civil Rights staff is reviewing the latest version of the EEO memorandum, which includes Kevin's revised draft and the footnotes with the EEOC statements for each protected class.
5. **Sue & Settle:** I am putting the finishing touches on the draft S&S memorandum. I hope to have a draft for your review by Monday.
6. **EAB:** David Fotouhi is taking the lead on the EAB document. He is working with our Cross-Cutting Issues Law Office on the document.

Please let me know if you have any questions about these memoranda.

Have a great weekend,

Erik Baptist

Senior Deputy General Counsel
Office of General Counsel
U.S. Environmental Protection Agency
1200 Pennsylvania Ave., NW
Washington, DC 20460
(202) 564-1689
baptist.erik@epa.gov

EPA MASS MAILER MESSAGE

Subject: Policy Statement on Diversity and Inclusion



From: Andrew R. Wheeler, Acting Administrator

Diversity and inclusion are the cornerstones of high organizational performance. I am committed to fostering, cultivating and preserving a culture of diversity and inclusion at the United States Environmental Protection Agency. EPA employees are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but in the EPA's success in its mission to protect human health and the environment.

It is important to ensure that all employees are offered opportunities to share their ideas, are encouraged to work together and to feel valued. Achieving diversity and inclusion is a team effort. Together we can create a work environment that offers every employee the opportunity to maximize their potential, attain his or her professional goals and contribute to the accomplishment of our shared mission.

I am personally committed to ensuring that the agency maintains organizational policies and practices that are inclusive, transparent and fair to all employees, and are perceived by our employees as so. I encourage all employees to actively embrace these principles and to review the agency's [Diversity and Inclusion Strategic Plan \(2017-2021\)](#) to learn more about the diversity and inclusion initiatives at the EPA.

Message

From: Cooper, Marian [Cooper.Marian@epa.gov]
Sent: 7/17/2018 1:01:08 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: FW: Whistleblower Protection and Protected Personnel Practices

Marian Pechmann Cooper
Chief of Staff
Office of Administration and Resources Management
William Jefferson Clinton Federal Building-NORTH (3330)
Washington, DC 20460
office number -- 202 564-0620
office fax -- 202 564-0233



From: MassMailer
Sent: Thursday, August 03, 2017 3:40 PM
To: MassMailer <massmailer@epa.gov>
Subject: Whistleblower Protection and Protected Personnel Practices



Message from: Donna J. Vizian, Acting Assistant Administrator, Office of Administration and Resources Management

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistleblower protections available to them.

Included below are links to information about the U.S. Office of Special Counsel (OSC), which is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent and secure channel for employees to report alleged wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistleblower disclosures and ensure that employees are protected from whistleblower retaliation. Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis.

Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General, and/or OSC.

Please review the following fact sheet, "[Your Rights as a Federal Employee](#)," which provides detailed information on the thirteen prohibited personnel practices and employees' rights to file complaints with OSC. Additionally, I encourage you to review "[Know Your Rights When Reporting Wrongs](#)," which describe different avenues for making whistleblower disclosures as federal employees. More information can also be found on the [OSC website](#).

EPA employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

Message

From: Showman, John [Showman.John@epa.gov]
Sent: 7/27/2017 6:11:30 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: Whistleblower message

I will send to Erik for review' --- we had David Guerrero in OGC review and got his clearance about a week ago. Thanks

From: Jackson, Ryan
Sent: Thursday, July 27, 2017 1:56 PM
To: Showman, John <Showman.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: RE: Whistleblower message

Will you shoot past Erik Baptist as well for this year's message?

From: Showman, John
Sent: Thursday, July 27, 2017 8:32 AM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Whistleblower message

Ryan – OARM has already cleared the below message with OGC – which is what we sent last year. If you are ok we can work on getting it issued.

John L Showman III, Acting Principal Deputy Assistant Administrator
Office of Administration and Resources Management
US Environmental Protection Agency
202-564-5341

From: Vizian, Donna
Sent: Thursday, July 20, 2017 5:15 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Subject: Whistleblower message from last year

Here is the text from last year.....any concern?

Message from: Donna J. Vizian, Acting Assistant Administrator, Office of Administration and Resources Management

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistleblower protections available to them.

Included below are links to information about the U.S. Office of Special Counsel (OSC), which is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent and secure channel for employees to report alleged wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistleblower disclosures and ensure that employees are protected from whistleblower retaliation. Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General, and/or OSC.

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EPA employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 10/1/2018 8:42:31 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Subject: Re:

Got it. We have a call into OSC. We will have something in the next few days.

On Oct 1, 2018, at 3:38 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Will you work up a whistleblower memo for Wheeler to issue? I think the one from last year hasn't changed from year's past, and let's simply reissue that.

I would like to orange folder it up this week for signature next week. Please wait to place a date on it.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 8/1/2018 6:07:28 PM
To: Brown, Byron [brown.byron@epa.gov]; Jackson, Ryan [jackson.ryan@epa.gov]
Subject: RE: memos

Thanks! No additional edits.

From: Brown, Byron
Sent: Wednesday, August 01, 2018 1:54 PM
To: Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Jackson, Ryan <jackson.ryan@epa.gov>
Subject: RE: memos

I made some edits to try to personalize.

From: Wooden-Aguilar, Helena
Sent: Tuesday, July 31, 2018 5:45 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Cc: Brown, Byron <brown.byron@epa.gov>
Subject: Re: memos

Got it.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
Office of the Administrator
U.S. Environmental Protection Agency
202-564-0792 (office)
Ex. 6 (mobile)
wooden-aguilar.helena@epa.gov

On Jul 31, 2018, at 5:38 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Attached is last years. Can you help me personalize it a little more? I would like to place it in Wheeler's reading file for Thursday night. Attached are also previous versions from McCarthy and Jackson.

From: Jackson, Ryan
Sent: Tuesday, July 31, 2018 8:24 AM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Brown, Byron <brown.byron@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: RE: memos

Apparently, the whistleblower will not be ready for release on August 6 due to OSC.

Helena and Byron, will you be the points of contact to ensure the cooperation with the OIG memo is drafted for release for August 6?

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To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Brown, Byron <brown.byron@epa.gov>
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Again, thank you all for your help.

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I have a hard copy of the OGC prepared EEO draft memo. Can I receive an electronic version of it? Also Helena and Byron, will you work up an orange folder for the EEO memo?

Finally, can OGC prepare a draft "Whistleblower" FEAR Act memo for tentative release on August 6 and can OGC prepare a cooperation with the OIG memo for tentative release on August 13?

I'm eager to schedule a time to review drafts on the FOIA release within the next couple of weeks.

Finally, I'm hoping to use the next couple of weeks to finalize a new elevation memo based on the standardized procedures the EMC has developed and an anti-harassment memo to present to Andrew for evaluation.

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Cc: Molina, Michael <molina.michael@epa.gov>
Subject: RE: memos

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Finally, the goal is to issue a new memo or policy per week once prepared and approved.

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Much appreciated.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

<Pruitt OIG Cooperation Memo.RJ Edits.docx>

<image2018-07-31-060438.pdf>

Message

From: MassMailer [massmailer@epa.gov]
Sent: 8/3/2017 7:40:10 PM
To: MassMailer [massmailer@epa.gov]
Subject: Whistleblower Protection and Protected Personnel Practices



Message from: Donna J. Vizian, Acting Assistant Administrator, Office of Administration and Resources Management

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistleblower protections available to them.

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Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 7/24/2018 10:56:19 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Leopold, Matt (OGC) [Leopold.Matt@epa.gov]; Minoli, Kevin [Minoli.Kevin@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Monson, Mahri [Monson.Mahri@epa.gov]; Packard, Elise [Packard.Elise@epa.gov]; Blake, Wendy [Blake.Wendy@epa.gov]; Wulffen, Rebecca [Wulffen.Rebecca@epa.gov]; Molina, Michael [molina.michael@epa.gov]
Subject: Re: memos

We will let you know when we get it

On Jul 24, 2018, at 6:49 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Perfect. I think that Andrew would like issuing it.

From: Vizian, Donna
Sent: Tuesday, July 24, 2018 6:33 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Cc: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>; Molina, Michael <molina.michael@epa.gov>
Subject: Re: memos

OSC is revising its annual whistleblower memo. We should have it in the next week or 2

On Jul 24, 2018, at 6:29 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Thank you all. The notebook was exceptionally helpful. In fact, I believe we will begin to roll out policy statements as early as this week due to it.

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Much appreciated.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Sowell, Sarah [Sowell.Sarah@epa.gov]
Sent: 8/3/2017 4:14:11 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]; Hull, George [Hull.George@epa.gov]; Reeder, John [Reeder.John@epa.gov]; Flynn, Mike [Flynn.Mike@epa.gov]; Jackson, Ryan [jackson.ryan@epa.gov]; Bowman, Liz [Bowman.Liz@epa.gov]
CC: Amorosi, Joanne [Amorosi.Joanne@epa.gov]; Cooper, Marian [Cooper.Marian@epa.gov]; Fan, Shirley [Fan.Shirley@epa.gov]; Widener, Charles (Chuck) [Widener.Charles@epa.gov]
Subject: 60-minute alert -- Whistleblower notification mass mailer going out at 1:15
Attachments: Annual Whistleblower Protection Rights Notification to Employees

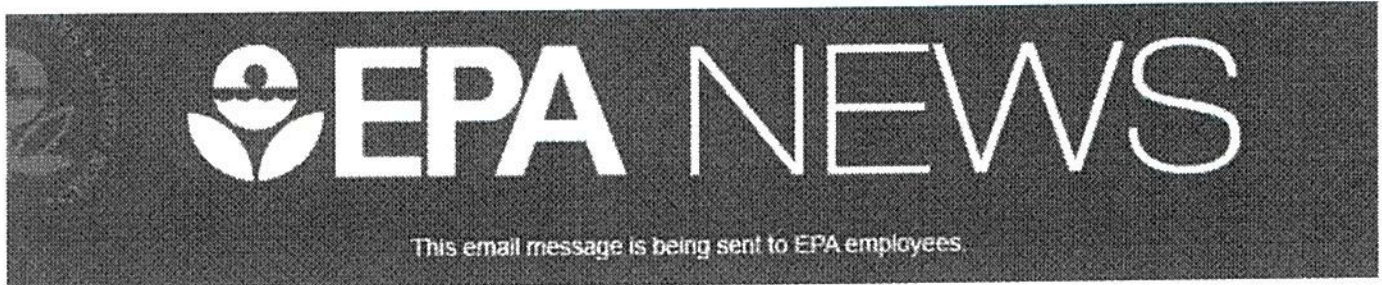
*Sarah N. Sowell, Director, Office of Internal Communications
Office of Public Affairs
U.S. Environmental Protection Agency / OPA/OIC
William Jefferson Clinton Bldg/North, Room 2502-L / MC 1701-A
1200 Pennsylvania Avenue, NW
Washington, DC 20460*

Tel: 202-564-0145 // Cell:

Ex. 6

Message

From: MassMailer [massmailer@epa.gov]
Sent: 8/3/2017 3:00:56 PM
Subject: Annual Whistleblower Protection Rights Notification to Employees



Message from: Donna J. Vizian, Acting Assistant Administrator, Office of Administration and Resources Management

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistleblower protections available to them.

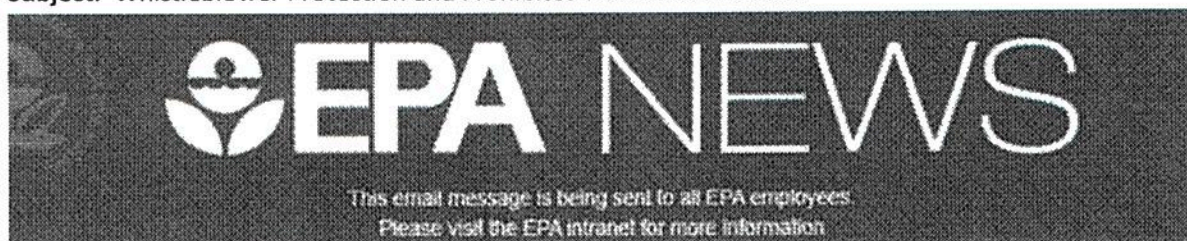
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Subject: Whistleblower Protection and Prohibited Personnel Practices



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Approved: _____
Donna J. Vizian
Acting Assistant Administrator

Date: _____

Message

From: Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
Sent: 7/31/2018 12:24:24 PM
To: Jackson, Ryan [jackson.ryan@epa.gov]
CC: Leopold, Matt (OGC) [Leopold.Matt@epa.gov]; Minoli, Kevin [Minoli.Kevin@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Monson, Mahri [Monson.Mahri@epa.gov]; Packard, Elise [Packard.Elise@epa.gov]; Blake, Wendy [Blake.Wendy@epa.gov]; Wulffen, Rebecca [Wulffen.Rebecca@epa.gov]; Brown, Byron [brown.byron@epa.gov]; Molina, Michael [molina.michael@epa.gov]
Subject: Re: memos

Got it. Thanks.

Helena Wooden-Aguilar
Acting Deputy Chief of Staff
Office of the Administrator
U.S. Environmental Protection Agency
202-564-0792 (office)
Ex. 6 (mobile)
wooden-aguilar.helena@epa.gov

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Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Jackson, Ryan [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=38BC8E18791A47D88A279DB2FEC8BD60-JACKSON, RY]
Sent: 10/25/2018 3:49:32 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]; Sauerhage, Maggie [Sauerhage.Maggie@epa.gov]; Johnson, Laura-S [Johnson.Laura-S@epa.gov]; Konkus, John [konkus.john@epa.gov]
Subject: RE: whistleblower memo

Thanks.

From: Grantham, Nancy
Sent: Thursday, October 25, 2018 11:45 AM
To: Jackson, Ryan <jackson.ryan@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Sauerhage, Maggie <Sauerhage.Maggie@epa.gov>; Johnson, Laura-S <Johnson.Laura-S@epa.gov>; Konkus, John <konkus.john@epa.gov>
Subject: RE: whistleblower memo

Confirming that this has been signed – and we will issue at 3 p.m today

Thanks ng

Nancy Grantham
Office of Public Affairs
US Environmental Protection Agency
202-564-6879 (desk)
Ex. 6 (mobile)

From: Jackson, Ryan
Sent: Thursday, October 25, 2018 11:20 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>; Sauerhage, Maggie <Sauerhage.Maggie@epa.gov>; Johnson, Laura-S <Johnson.Laura-S@epa.gov>; Konkus, John <konkus.john@epa.gov>
Subject: whistleblower memo

Nancy, please electronically distribute the whistleblower memo either later today or tomorrow morning.

If I have not yet authorized the autopen in the orange folder, please let me know and I'll complete that ASAP.

Thanks all.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Jackson, Ryan [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=38BC8E18791A47D88A279DB2FEC8BD60-JACKSON, RY]
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CC: Molina, Michael [molina.michael@epa.gov]
Subject: memos
Attachments: Pruitt OIG Cooperation Memo.RJ Edits.docx; EEO Statement .docx; Pruitt Elevation Policy Memo FINAL.DOCX; Pruitt Fishbowl Memo.RJ ecb Edits.docx

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Sent: 8/16/2018 2:31:18 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Wooden-Aguilar, Helena [Wooden-Aguilar.Helena@epa.gov]
CC: Dickerson, Aaron [dickerson.aaron@epa.gov]
Subject: RE: final memos

OARM

From: Grantham, Nancy
Sent: Thursday, August 16, 2018 10:29 AM
To: Jackson, Ryan <jackson.ryan@epa.gov>; Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>
Cc: Dickerson, Aaron <dickerson.aaron@epa.gov>
Subject: RE: final memos

got it – who has the current draft/pen for the whistleblower memo? Thanks ng

Nancy Grantham
Office of Public Affairs
US Environmental Protection Agency
202-564-6879 (desk)
Ex. 6 (mobile)

From: Jackson, Ryan
Sent: Thursday, August 16, 2018 10:27 AM
To: Wooden-Aguilar, Helena <Wooden-Aguilar.Helena@epa.gov>
Cc: Grantham, Nancy <Grantham.Nancy@epa.gov>; Dickerson, Aaron <dickerson.aaron@epa.gov>
Subject: FW: final memos
Importance: High

Helena, please orange folder the attached two memos for distribution likely early next week.

These are already approved for autopen.

Nancy, as opposed to agency wide memos these are for leadership so I would like you both to help me get these distributed to AAs, Acting AAs career and political, and the entire political appointee distribution list. Aaron can help with that list as well.

This will be the memo distribution for next week.

We may be a little slow on distribution of an agency wide memo for the week of August 27, but whenever it is likely the next agency wide distribution will be the whistleblower memo. Thanks.

Ryan Jackson
Chief of Staff

Message

From: Jackson, Ryan [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=38BC8E18791A47D88A279DB2FEC8BD60-JACKSON, RY]
Sent: 8/15/2018 10:49:29 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: RE:

Thank you.

From: Vizian, Donna
Sent: Wednesday, August 15, 2018 3:36 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Subject: RE: RE:

Hi Ryan,

OSC finally got back to us. The final draft of the Whistleblower memo is circulating and they expect it out in the next 2 weeks.

From: Jackson, Ryan
Sent: Wednesday, August 08, 2018 10:40 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Re: RE:

Thanks. Just eager to get circulated as well.

Ryan Jackson
Chief of Staff
U.S. EPA

Ex. 6

On Aug 8, 2018, at 10:30 AM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

We reached out to OSC again. If we don't hear backs soon we will elevate.

From: Jackson, Ryan
Sent: Tuesday, August 07, 2018 1:47 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject:

Is there any status on the review of the whistleblower memo?

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6

Message

From: Jackson, Ryan [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=38BC8E18791A47D88A279DB2FEC8BD60-JACKSON, RY]
Sent: 7/25/2018 11:04:50 AM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: Re: memos

Do you know who would be the repository of fishbowl memos from the past? OGC?

Ryan Jackson
Chief of Staff
U.S. EPA

Ex. 6

On Jul 24, 2018, at 6:48 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Perfect. I think that Andrew would like issuing it.

From: Vizian, Donna
Sent: Tuesday, July 24, 2018 6:33 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Cc: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>; Molina, Michael <molina.michael@epa.gov>
Subject: Re: memos

OSC is revising its annual whistleblower memo. We should have it in the next week or 2

On Jul 24, 2018, at 6:29 PM, Jackson, Ryan <jackson.ryan@epa.gov> wrote:

Thank you all. The notebook was exceptionally helpful. In fact, I believe we will begin to roll out policy statements as early as this week due to it.

From: Jackson, Ryan
Sent: Tuesday, July 10, 2018 1:18 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
Subject: memos

I would like to prepare a notebook for Andrew on the memos he should consider issuing. Can OGC help me prepare draft memos for him to review?

- One which we have not yet issued is the EEO memo. Administrator Pruitt was moving toward the attached EEO statement, however, I would like for OGC to prepare a statement consistent with other federal agencies in this Administration as well.
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Finally, the goal is to issue a new memo or policy per week once prepared and approved.

I have some previous examples of the memos, however, if you have previous example of the usual memos new Administrator's have released, I think that would be helpful context for Andrew.

Much appreciated.

Ryan Jackson
Chief of Staff
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Message

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Sent: 7/24/2018 10:48:38 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: RE: memos

Thank you.

From: Grantham, Nancy
Sent: Tuesday, July 24, 2018 6:36 PM
To: Jackson, Ryan <jackson.ryan@epa.gov>
Subject: RE: memos

Absolutely – we have the tool ready to demo for you and Henry. I will work on revising the language and including that tool in the revised memo.

Thanks ng

Nancy Grantham
Office of Public Affairs
US Environmental Protection Agency
202-564-6879 (desk)
Ex. 6 (mobile)

From: Jackson, Ryan
Sent: Tuesday, July 24, 2018 6:30 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: FW: memos

Nancy, you specifically mentioned the elevation memo and updating that. Can we talk about that at some point soon?

From: Jackson, Ryan
Sent: Tuesday, July 24, 2018 6:29 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>
Cc: Molina, Michael <molina.michael@epa.gov>
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U.S. Environmental Protection Agency

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Sent: 7/24/2018 10:43:15 PM
To: Minoli, Kevin [Minoli.Kevin@epa.gov]; Packard, Elise [Packard.Elise@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Leopold, Matt (OGC) [Leopold.Matt@epa.gov]
Subject: FW: memos

One additional question. You all provided a copy of the April 2009 Lisa Jackson Fishbowl memo. I also have a copy of a "transparency" memo that Bob Perciasepe released in April 2013. Can I get other examples of "fish bowl" memos from other years? I'm assuming that they are not released annually but released when a new Administrator begins only? So, maybe simply McCarthy's?

Thanks for the cross walk, but can I get a walk through on the cross walk especially on the later pages tomorrow?

From: Jackson, Ryan
Sent: Tuesday, July 24, 2018 6:29 PM
To: Leopold, Matt (OGC) <Leopold.Matt@epa.gov>; Minoli, Kevin <Minoli.Kevin@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Monson, Mahri <Monson.Mahri@epa.gov>; Packard, Elise <Packard.Elise@epa.gov>; Blake, Wendy <Blake.Wendy@epa.gov>; Wulffen, Rebecca <Wulffen.Rebecca@epa.gov>
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Much appreciated.

Ryan Jackson
Chief of Staff
U.S. Environmental Protection Agency

Ex. 6



Dear Colleagues,

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The U.S. Environmental Protection Agency is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.

The purpose of this memorandum is to ensure that all EPA employees are aware of and understand the prohibited personnel practices and whistle blower protections available to federal employees.

The U.S. Office of Special Counsel (OSC) is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 provide the right for all covered federal employees to make whistle blower disclosures and to ensure that employees are protected from whistle blower retaliation. The Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017 and OSC's Reauthorization Act under the National Defense Authorization Act of Fiscal Year 2018 further enhanced and reinforced these rights and protections.

Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency and /or OSC.

More information can be found on the OSC website at: <https://osc.gov/Pages/WhatWeDo.aspx>

Andrew Wheeler
Acting EPA Administrator