

Florida's Whistleblower Act

FEMC employees are protected by the Florida Whistleblower's Act (Sections 448.101-448.105, Florida Statutes). The Whistleblower Act provides that:

An employer may not take any retaliatory personnel action against an employee because the employee has:

- (1) Disclosed, or threatened to disclose, to any appropriate agency, under oath, in writing, an activity, policy, or practice of the employer that is in violation of a law, rule, or regulation. However, this subsection does not apply unless the employee has, in writing, brought the activity, policy, or practice to the attention of the supervisor or the employer and has afforded the employer a reasonable opportunity to correct the activity, policy, or practice.
- (2) Provided Information to, or testified before, any appropriate governmental agency, person, or entity conducting an investigation, hearing, or inquiry into an alleged violation of a law, rule, or regulation by the employer.
- (3) Objected to, or refused to participate in, any activity, policy, or practice of the employer which is in violation of a law, rule, or regulation.

The Whistleblower Act also provides remedies in the form of damages and other relief against any employer who violates the Act's provisions. FEMC fully supports the intent and purpose of the Act and encourages its employees to report any evidence of improper or unlawful acts to management.