



# Whistleblower's Protection Act

## **THE MICHIGAN WHISTLEBLOWER'S PROTECTION ACT (P.A. 469 of 1960) CREATES CERTAIN PROTECTIONS AND OBLIGATIONS FOR EMPLOYEES AND EMPLOYERS**

### PROTECTIONS

It is illegal for employers in Michigan to discharge, threaten, or otherwise discriminate against you regarding your compensation, terms, conditions, locations, or privileges of employment because of you, or a person acting on your behalf, reports, or is about to report, a violation, or suspected violation, of Federal, State, or local laws, rules, or regulations, to a public body. It is illegal for employers in Michigan to discharge, threaten, or otherwise discriminate against you regarding your compensation, terms, conditions, locations, or privileges of employment because you take part in a public hearing, investigation, inquiry, or court action.

### OBLIGATIONS

The Act does not diminish or impair either your rights, or the rights of your employer, under any collective bargaining agreement.

The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry, or court action.

The Act does not protect you from disciplinary action if you make a report to a public body that you know is false.

### ENFORCEMENT

If you believe that your employer has violated this Act you may bring a civil action in a circuit court within 90 days of the alleged violation of this Act.

### PENALTIES

Persons found in violation of this Act may be subject to a civil fine of up to \$500.00; if your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. The court may also award all, or a portion of, the costs of litigation, including reasonable attorney fees and witness fees to the complainant if the court believes such an award is appropriate.