

A BILL TO BE ENTITLED  
AN ACT

1 To amend Code Section 45-1-4 of the Official Code of Georgia Annotated, relating to  
2 complaints or information regarding fraud, waste, and abuse in state programs and  
3 operations, so as to change certain provisions regarding complaints or information regarding  
4 fraud, waste, or abuse in state programs and operations; to provide for related matters; to  
5 repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

**SECTION 1.**

7  
8 Code Section 45-1-4 of the Official Code of Georgia Annotated, relating to complaints or  
9 information regarding fraud, waste, and abuse in state programs and operations, is amended  
10 by striking the Code section and inserting in lieu thereof the following:

11 "45-1-4.

12 (a) As used in this Code section, the term:

13 (1) 'Government agency' means any agency of federal, state, or local government  
14 charged with the enforcement of laws, rules, or regulations.

15 (2) 'Law, rule, or regulation' includes any federal, state, or local statute or ordinance or  
16 any rule or regulation adopted according to any federal, state, or local statute or  
17 ordinance.

18 ~~(1)~~(3) 'Public employee' means any person who is employed by the office of the  
19 Governor, the executive, judicial, or legislative branch of the state, or by any other  
20 department, board, bureau, commission, authority, or other agency of the state except the  
21 office of the Governor, the judicial branch, or the legislative branch. This term also  
22 includes all public school employees as defined in paragraph (3) of Code Section  
23 20-2-910, employees, officials, or administrators of any agency covered under the State  
24 Merit System of Personnel Administration, and any local or regional governmental entity  
25 that receives any funds from the State of Georgia or any state agency.

1       ~~(2)~~(4) 'Public employer' means the office of the Governor, the executive, judicial, or  
 2       legislative branch of the state ~~and, or~~ any other department, board, bureau, commission,  
 3       authority, or other agency of the state which employs or appoints a public employee or  
 4       public employees ~~except the office of the Governor, the judicial branch, or the legislative~~  
 5       branch, or any local or regional governmental entity that receives any funds from the  
 6       State of Georgia or any state agency.

7       (5) 'Retaliate' or 'retaliation' refers to the discharge, suspension, or demotion by a public  
 8       employer of a public employee or any other adverse employment action taken by a public  
 9       employer against a public employee in the terms or conditions of employment.

10       (6) 'Supervisor' means any individual:

11       (A) To whom a public employer has given authority to direct and control the work  
 12       performance of the affected public employee;

13       (B) To whom a public employer has given authority to take corrective action regarding  
 14       a violation of or noncompliance with a law, rule, or regulation of which the public  
 15       employee complains; or

16       (C) Who has been designated by a public employer to receive complaints regarding a  
 17       violation of or noncompliance with a law, rule, or regulation.

18       (b) A public employer may receive and investigate complaints or information from any  
 19       public employee concerning the possible existence of any activity constituting fraud, waste,  
 20       and abuse in or relating to any state programs and operations under the jurisdiction of such  
 21       public employer.

22       (c) Notwithstanding any other law to the contrary, such public employer shall not after  
 23       receipt of a complaint or information from a public employee disclose the identity of the  
 24       public employee without the written consent of such public employee, unless the public  
 25       employer determines such disclosure is necessary and unavoidable during the course of the  
 26       investigation. In such event, the public employee shall be notified in writing at least seven  
 27       days prior to such disclosure.

28       ~~(d) No action against any public employee shall be taken or threatened by any public~~  
 29       ~~employer who has authority to take, direct others to take, recommend, or approve any~~  
 30       ~~personnel action as a reprisal for making a complaint or disclosing information to the~~  
 31       ~~public employer unless the complaint was made or the information was disclosed with the~~  
 32       ~~knowledge that it was false or with willful disregard for its truth or falsity.~~

33       (d)(1) No public employer shall make, adopt, or enforce any policy or practice  
 34       preventing a public employee from disclosing or threatening to disclose a violation of or  
 35       noncompliance with a law, rule, or regulation to either a supervisor or a government  
 36       agency.

1 (2) No public employer shall retaliate against a public employee for disclosing or  
 2 threatening to disclose a violation of or noncompliance with a law, rule, or regulation to  
 3 either a supervisor or a government agency, unless the disclosure or threatened disclosure  
 4 was made with knowledge that the disclosure was false or with reckless disregard for its  
 5 truth or falsity.

6 (3) No public employer shall retaliate against a public employee for objecting to, or  
 7 refusing to participate in, any activity, policy, or practice of the public employer that the  
 8 public employee has reasonable cause to believe is in violation of or noncompliance with  
 9 a law, rule, or regulation.

10 (4) Paragraphs (1), (2), and (3) of this subsection shall not apply to policies or practices  
 11 which implement, or to actions by public employers against public employees who  
 12 violate, privilege or confidentiality obligations recognized by constitutional, statutory, or  
 13 common law.

14 ~~(e) Any action taken in violation of subsection (d) of this Code section shall give the~~  
 15 ~~public employee a right to have such action set aside in a proceeding instituted in the~~  
 16 ~~superior court.~~

17 (e)(1) A public employee who has been the object of retaliation in violation of this Code  
 18 section may institute a civil action in superior court for relief as set forth in paragraph (2)  
 19 of this subsection within one year after discovering the retaliation or within three years  
 20 after the retaliation, whichever is earlier.

21 (2) In any action brought pursuant to this subsection, the court may order any or all of  
 22 the following relief:

23 (A) An injunction restraining continued violation of this Code section;

24 (B) Reinstatement of the employee to the same position held before the retaliation or  
 25 to an equivalent position;

26 (C) Reinstatement of full fringe benefits and seniority rights;

27 (D) Compensation for lost wages, benefits, and other remuneration; and

28 (E) Any other compensatory damages allowable at law.

29 (f) A court may award reasonable attorney's fees, court costs, and expenses to a prevailing  
 30 public employee.

31 (g) Nothing in this Code section shall apply to institutions or facilities permitted or  
 32 licensed under Title 31."

## 33 SECTION 2.

34 All laws and parts of laws in conflict with this Act are repealed.